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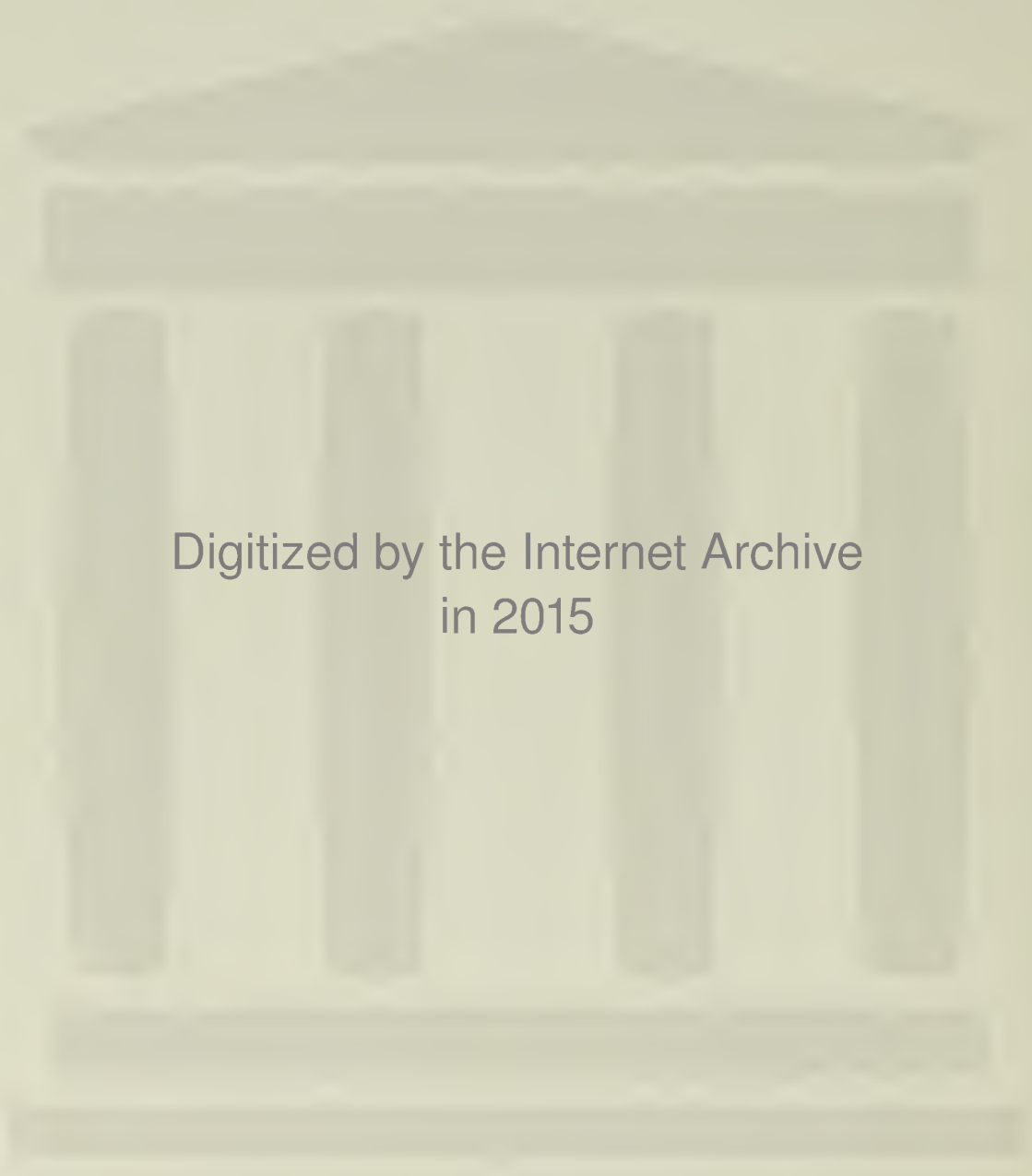
Andover -- Schools

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ANDOVER
SCHOOL REPORT
1970

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ANNUAL REPORT

1970

OF THE SCHOOL COMMITTEE

TOWN OF ANDOVER MASSACHUSETTS

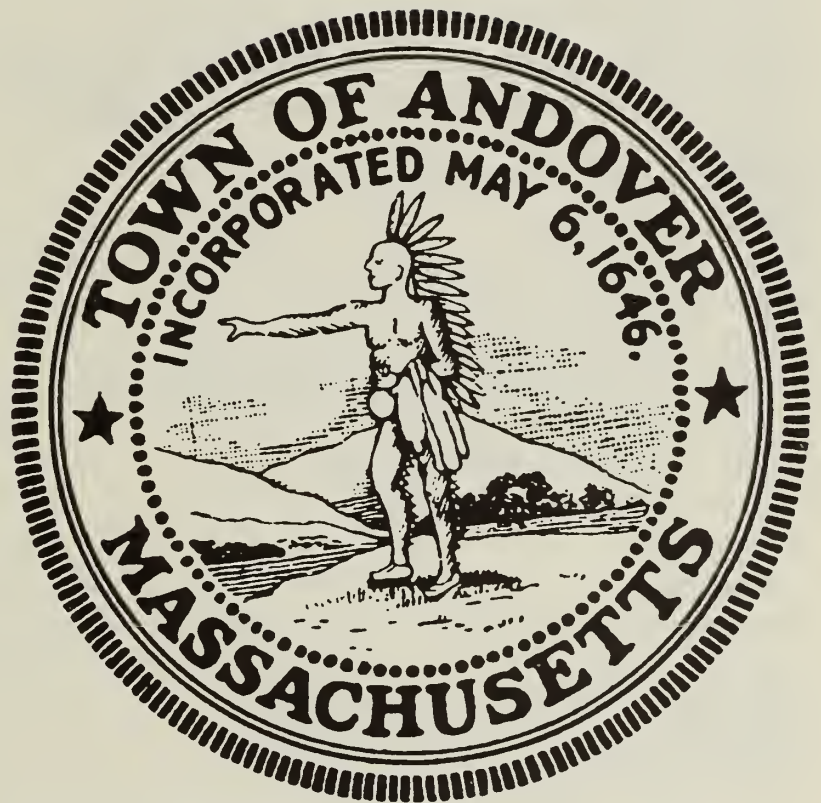


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SCHOOL COMMITTEE

	Date First Election	Term Expires
Mrs. R. Milton Cole 268 Highland Road	1965	1971
Dr. Richard A. Katz, <i>Chairman</i> 68 Phillips Street	1967	1973
William F. King Harold Parker Road	1968	1971
Dr. Daniel Frishman 14 Castle Heights Road	1969	1972
Francis J. Hill, Jr. 53 West Parish Drive	1970	1973

SCHOOL COMMITTEE MEETINGS

The first and third Tuesday of each month excepting the months of March and August, at 7:30 P.M., in the School Committee Room at the Stowe School.

SUPERINTENDENT OF SCHOOLS

Dr. Kenneth R. Seifert 16 Ivy Lane

ASSISTANT SUPERINTENDENT OF SCHOOLS

Vaughn I. Clapp 81 Cross Street

SUPERVISOR OF GENERAL SERVICES

Jack Berberian 259 Lowell Street

DIRECTORS

NAME	EDUCATION	ELECTED
Donald D. Dunn, B.P.E., B.S. Physical Education and Athletics	Springfield College	1936
Annetta R. Freedman, B.S. in Ed., M. Ed. Libraries	Ohio State University Boston University	1960
Edward P. Grigoli, B.M., M.M. Music	New England Conservatory of Music Boston University	1958
William J. Igoe, B.S. in Ed., Ed. M. Guidance	Boston University	1953
Alexandra Ratynski, B.S. Cafeterias	University of Maine	1970

TRUSTEES OF PUNCHARD FREE SCHOOL

President: Rev. J. Edison Pike

Secretary-Treasurer: Harry Sellars

Rev. J. Everett Bodge
Arthur W. Cole
Fred W. Doyle

Rev. Norman E. Dubie
Dr. William V. Emmons
Malcolm J. Ruhl

SCHOOL PHYSICIAN

Dr. John J. McArdle, Jr. 47 Central Street

SCHOOL DENTIST

Dr. Frank Himmer 1 Windsor Street

SCHOOL VISUAL CONSULTANT

Dr. William V. Emmons

9 Locke Street

REPORT OF THE ATTENDANCE OFFICER

William Tammany

Attendance Officer

I am submitting my report as Attendance Officer for the past year, 1970:

Cases reported	118
Cases investigated	70
Actual truanancies	66
Homes visited	32
Out-of-town truants picked up	12
Cases prosecuted (Lawrence District Court)	4
Commitments: Training School	1
Y.S.B.	2

SCHOOL CALENDAR

January 4, 1971, Monday	Schools resume
February 12, Friday	Schools close at end of day for vacation
February 22, Monday	Schools re-open
April 16, Friday	Schools close at end of day for vacation
April 26, Monday	Schools re-open
June 29, Tuesday	Schools close

TENTATIVE

September 9, 1971, Thursday	Fall sessions begin
November 24, Wednesday	Close at noon for Thanksgiving
November 29, Monday	Schools re-open
December 23, Thursday	Schools close at end of day for Christmas

SCHOOL CANCELLATIONS

It will be the policy of the School Department to close school only in case of extreme weather or travel conditions; otherwise, to hold regular sessions. The widely varying conditions in the several parts of Andover make it difficult to reach decisions equally fair to all.

PARENTS ARE URGED, THEREFORE, WHEN SCHOOLS ARE OPEN ON STORMY DAYS TO EXERCISE THEIR PERSONAL JUDGEMENT AS TO THE WISDOM OF SENDING THEIR CHILDREN TO SCHOOL.

Parents and pupils are requested to refrain from telephoning the Fire Department, Police Department, and the School Department offices to inquire concerning the school sessions. Parents

are urged to wait for the announcement to be made.

ANNOUNCEMENTS CANCELLING SCHOOL SESSIONS WILL BE MADE OVER RADIO STATIONS WBZ, WLLH, WCCM, AND WHDH.

ENTRANCE REQUIREMENTS

1. Children entering kindergarten must be five years old on or before January 1 of the current school year.
2. A successful vaccination before admission is required.
3. A copy of the child's birth certificate is required.
4. First Grade — to be admitted to the first grade a child must be six years of age on or before January 1 of the current school year.

A REPORT FROM THE MEMBERS OF THE SCHOOL COMMITTEE

Dr. Richard A. Katz, Chairman

This past year was the most interesting of recent years so far as the public schools were concerned. Most of the problems which have haunted us in recent years have continued, but during 1970 the School Department's emphasis has changed. One might say that this was "The Year of the Program."

This was the full year for Dr. Kenneth R. Seifert as Superintendent. In response to the policy direction given by the School Committee, Dr. Seifert and his administrative staff have involved the entire faculty in an examination and evaluation of our curricula. This has involved a great deal of the staff's time during normal school hours, after school, and in summer session seminars and workshops. The product of all this work promises to be exciting and valuable educational programs for our children. Many of the ideas are already being utilized.

During the coming school year entirely revised, sequential programs in Reading and Mathematics are to be introduced in all elementary schools. In two of the elementary schools, the School Committee has directed that a completely individualized program in Mathematics be tried with the idea, if successful, such a system would be used throughout all the schools. This represents one more step fulfilling the policy that the School Committee established three years ago setting a goal of individualized instruction for all students.

One of the most exciting new programs approved by the School Committee to be introduced in the coming year involves the use of computers. In addition to the obvious educational benefits of teaching students how computers function, this program also is intended to actually help give instruction in Mathematics, English, Reading and other areas of curriculum. This, then, also will help our progress to our goal of each child learning successfully as his abilities allow.

Despite the excitement generated by our program development, there are many troubling problems still remaining. The growth in our school

population continues unabated year by year. Another three hundred additional students entered the Andover Public Schools during 1970; there is no reason to think that a likely number, or more, will not be added during the coming year. Our seemingly endless building program, with its great expense and tax burden, unfortunately must continue to handle additional students. Additional personnel, both professional and non-professional, as well as educational materials represent unavoidable increased budget expenditures.

With the opening of the West Elementary School Addition, and hopefully with the approval of the 1971 Town Meeting for the Addition to the Doherty Elementary School, many of the space requirements will keep pace with our growth. The problem of our secondary schools, however, looms large since all buildings are near or at capacity and a building program for these facilities is mandatory in the near future.

The cost of education has continued to spiral upward and our tax rate reflects it. Increased salaries for teachers and other personnel; increased prices for equipment and materials; plus the additional people and material needed for increased population, all play a significant role in the high budget. The School Committee has carried out as best able its difficult task of offering the greatest educational opportunity possible at a reasonable expenditure. The townspeople of Andover have wholeheartedly supported the School Committee in its functions in recent years. We hope that this support and trust have been justified and will continue.

Mrs. R. Milton Cole

One of the most significant developments of the 1970-71 school year was the in-service education program for teachers. This program is a direct outgrowth of teacher-school committee negotiations and the 1970 Teachers' Contract. An additional track was added to the Salary Schedule, which gave an additional stipend to teachers with thirty hours of credit beyond their Bachelor's degrees. This credit was to be earned in courses approved

by and largely given by the Andover School Department. A similar provision was made for teachers with Master's degrees.

The School Committee and Administration had learned that there were many difficulties in re-training teachers for modern methods and objectives. Many did not want to attend such courses in the summer; many were already busy taking courses at near by colleges for the credit Andover's salary schedule already required, even though these courses didn't specifically benefit Andover's school system. It was apparent to all, faculty and administration alike, that more and varied courses were needed in Andover for teachers.

The program as it has developed this year offers 39 courses; some workshops, some lectures, some individual or group research. Over two thirds of our teachers are involved. Examples of courses offered are: Sex Education and Family Living (How to teach), Computer Usage and Programming, Ecology in Action, Observational Measures for Improving Instruction, Second Grade Correlation of Science and Social Studies; Elementary Report Card System.

An advisory committee, consisting of three teachers and two administrators, reviews the course plans and approves or rejects them. An evaluation committee, also three teachers and two administrators, but not the same people, evaluates the course to be sure it turns out as advertised and to decide on offering it again. Credit on the salary scale is granted to the teachers successfully completing the courses.

Andover's faculty has responded whole-heartedly to this project. All teachers now know that their needs can be fulfilled right here in town; that useful work needed by the system can give them credit and that they in truth are an important part of an exciting developing educational system.

William F. King

Nineteen hundred and seventy was a turbulent year. Following the shooting at Kent State, many campus incidents were recorded. It became painfully obvious that our young people were more concerned about national policy than we had imagined. Some polarization was evident among student and faculty groups. Left and right and conservative - liberal tensions rose and fell with the headlines.

Fortunately, basic communication among the groups did not break down and guarded calm prevailed. And as discussions continued a realization emerged that many positions were not as far apart as imagined.

Although many problems remain, there can be no doubt that better understanding exists both of the issues and their possible solution.

Dr. Daniel Frishman

Andover's unique lack of in-fighting among administrators and School Committee members should not suggest that little is happening. On the contrary, there are major positive changes taking place in our schools. While the trends listed below are significant, we should move more rapidly.

1. Individualized instruction programs are being instituted in our elementary schools. We will not have any significant progress towards individualized instruction in our secondary schools until we commit ourselves to modular scheduling. In this way each student can achieve an optimum balance of disciplined academic study and freedom to explore personal interests.

2. Teacher effectiveness is being augmented by increased use of teacher aides, tutors, guidance personnel, social workers, psychologists and additional specialized members of our faculty. Of course, the main object is to help students with special problems, (and who hasn't a special problem.) This approach ties-in with the trend towards individualized instruction but all of these "non-teaching" personnel will not be utilized to their optimum extent until we do have the flexibility which comes with individualized instruction.

3. A very small number of high school students are already helping in our elementary schools. With greater flexibility in scheduling many more students can be involved.

4. The presence of a student and teacher meeting with the school committee has been very helpful. The new form of student government in the high school appears to be working well. More needs to be done to increase communications among students, teachers, administrators and school committee.

5. A recent conference on education in Andover sponsored by a group not connected with

the schools is one step towards greater parental participation in the educational process, but only some fifty to seventy-five interested citizens attended. I believe that there is a joint responsibility: the schools must become more open to visits by parents (and other interested people) and parents should be obligated to attend meetings where the methods and goals of our educational system are discussed.

6. We have discussed the extended school year and the need for additional building and it is time to make some specific plans.

7. We have not made any significant attempt to utilize individuals and institutions outside of the schools for the educational process. Now, more than ever, we must give young people the opportunity to witness the strong relationship between learning and doing. My hope is that our teachers and administrators will act to make these resources available. This can be a new and rewarding role for teachers.

Mr. Frank J. Hill, Jr.

Real progress has been made during the past year in both implementing and measuring the results of School Committee goals for individualized instruction. Through the efforts of the faculty and administration in curriculum revision, and based in part upon the result of pilot programs in other states, individualized program instruction in mathematics will begin in the Doherty and Shawsheen schools. This concept puts the student in an individual role where he moves at his own rate and the teachers in the role of diagnostician evaluating and setting goals for each student according to his ability.

The School Committee believes that this approach will remedy previous test results which showed Andover students lagging to some degree in the mathematics area. At the same time a system-wide set of tests is being installed to provide a continuous data base for the measurement of Andover students' progress. This data base will provide the yardsticks necessary for further program improvements like the IPI approach.

REPORT OF THE SUPERINTENDENT OF SCHOOLS

Dr. Kenneth R. Seifert

I have asked the staff to prepare a report that would represent the kinds of thoughts they would like to share with you this year. Some reports focus on the past year while others refer to the future. I believe this report represents our efforts of last year and our intent for the upcoming year.

THE YEAR AHEAD

In preparing for this year's budget, I was faced with a dilemma that haunts public administrators all over the country. The dilemma is: Parents ask for more personalized education for children and yet funds are not available to achieve this task. This is compounded by a segment of the community that feels we should hold the line on everything. What do you do with those children who have learning problems and need assistance? What do you do with those children who are very creative and desire information and a greater

challenge? What do you do with the majority of students who wish to pursue a project that means more materials and assistance? It is not that the school system does not recognize these situations but rather that a teacher cannot motivate or highlight a problem area unless he can follow through successfully.

Because of the school population increase annually, more classroom space is needed immediately and will be needed for at least the next ten years. The Doherty Addition will achieve two purposes. It will allow the present students to be in the same building with modernized materials and environment and it will house an additional 420 students. We feel this is a sound approach.

There is also a need to construct an addition to the high school. I am sure you realize the present high school was constructed with specific plans for an addition.

I have established priorities for the coming school year.

1. Early Childhood Education

Our pre-school program has been very successful. We have identified and corrected a number of learning difficulties before the student enrolls in the kindergarten. We are expanding our efforts this coming year with the relationships between the pre-school and kindergarten program becoming a continuous operation. Many communities in Massachusetts don't have kindergartens. We think this direction is both necessary and desirable.

2. Mathematics

In September, all of our elementary schools will have the same Math program. This program will enable children to move at their own pace. Should it be necessary for a student to move to another school in the system, he will receive the same program.

3. Reading

The same kind of program will be established in Reading as in Mathematics.

4. Computer Center

We are very much interested in initiating computer assisted instruction in the elementary, junior and senior high school. We are interested in the basic skills areas of Reading and Math. We are presently researching every major computer company in the country to get the best operation for the least amount of money.

5. Family Math Lab

We will establish a Math Lab in an elementary school that can be used by students and parents in the evening. This is an experimental program that we feel can be quite meaningful.

I personally feel quite pleased with the staff and the direction we are taking. I look forward to a very significant year.

ANDOVER PUBLIC SCHOOLS													JANUARY 4, 1971 ENROLLMENT					
	K	1	2	3	4	5	6	Units	7	8	9	10	11	12	SPEC	ADJ	P.G.	TOTAL
BANCROFT DOHERTY	70	82	85	85	74	69	90									15		570
	21	28	29	19	28	34												
	21	28	27	22	29	35												
	22	27	26	19	31	34				Elementary			3343					
	19	28	26	19						Secondary			2672					
SANBORN	83	111	108	79	88	103				Special							572	
										Adjustment								
										P.G.			5					
	17	22	24	22	23	29	23						6074					
	18	19	24	21	22	29	25											
SHAWSHEEN		12																
	57	73	72	64	67	86	74										493	
	21	26	22	27	25	27												
	17	26	22	28	26	26												
	18		22															
SOUTH	56	52	66	55	51	53											333	
	66					Primary A	A	90										
						Primary B	B	120										
						Intermediate A	A	102										
WEST ELEM.						Intermediate B	B	115										
	66							427										493
EAST JUNIOR HIGH	19	24	27	30	25	29			B-1	25	B-7	27						
	19	24	26	31	25	30			2	27	8	27						
	19	25	28	30	26	29			3	28	9	25						
	18	24	26	28	25	29			4	25	10	26						
	17								6	27	11	27			9	Prim. 6	Inter. 5	
ANDOVER HIGH SCHOOL	92	97	107	119	101	117					264				9		11	917
ANDOVER HIGH SCHOOL									270	227	238						6	741
									231	245	223				13			712
												443	417	378			5	1243
	424	415	438	402	381	428	428	427	501	472	461	443	417	378	37	17	5	6074

PERSONNEL CHANGES DURING THE YEAR

New assignments were made as follows:

Andover High School

Maurice Castonquay	Science
Patricia Colella	English
Prudence Dearborn	Librarian
Margaret Fenton	English
Alice Gifford	(One Day) French
Carol Hoag	English
Nancy Koester	Librarian
Judith Mayland	Spanish
Susan O'Brien	Spanish
William Schussel	Industrial Arts
Eileen Shannon	Mathematics
Sandra Shirock	Science
Roger Thurber	Spanish
Sharon Wilson	Social Studies

East Junior High

David Bourdon	Physical Education
Carolyn Colby	English
Susan Fishman	Art
Alice Gifford	French (One Day)
Noella Gonzalez	Spanish
Paula Harvey	English
Frank Hekimian	Science
Marilyn Mundy	English
Ellen Hayes	Reading
Robert T. King	Science
Anne Murphy	Home Economics (2/5s time)
Susan Ooyevaar	Art
Carol Reid	Mathematics & Science
Norma Roberts	Health (3/5s time)
Ronald Shabowich	Mathematics
Susan Sullivan	English
Paul Surface	Music
Susan Wilmer	French

West Junior High

Donna Byrne (Perm. Sub.)	Physical Education
Cecily C. Eldridge	English
Edith Gray	Health (1/3)
Pamela Drew	Science
Robert J. Secatore (Perm. Sub.)	Science
Lester Taylor (Perm. Sub.)	Social Studies (1/2)
Susan Tucker	English (1/2)

Bancroft School

Susan Erzen	Loft 6
Carol Neikirk	Loft 2
Mary E. Smith	Librarian

William A. Doherty School

Irene Crane (Perm. Sub.)	Grade 2 (1/2)
Kathleen Donahue	Grade 1
Aileen Morrissey	Grade 2 (1/2)
Ruth Savage	Grade 1 (1/2)

Sanborn School

Elizabeth Marciano	Grade 3
Jean Pendergrass	Librarian

Shawsheen School

James Cunneen	Grade 4
Maureen Defeo	Grade 3
Faith Goivaras	Grade 2
Jacqueline McGovern	Grade 1
Mary Murphy	Librarian
Loretta Podgorski	Grade 2

South School

Harilyn Heuman	Primary B
Karen Parker	Intermediate B
Dorothy Sipsey	Primary B
Diane Sternberg	Librarian
Susan Whelton	Kindergarten

West Elementary

Dale Bishop	Grade 4
Kathryn Cebula	Grade 5
Margaret Childs	Grade 6
Virginia Collins	Grade 4
Jean C. Finn	Grade 3
Elaine Fusco	Grade 6
Maureen Gray	Grade 2
Gloria Gioseffi	Grade 1 (1/2)
Arthur Iworsley	Physical Education
Stephen Jankauskas	Emotionally Disturbed
Charlotte J. Lynch	Grade 4 (1/2)
Susan Martino	Grade 6
Diana Mill	Grade 3

Anna Olson	Grade 6
David Silva	Physical Education
Pearl A. Skelaney	Grade 6
Betsy Smith	Grade 2
Barbara Tinkelman	Grade 6
Ethel Tousignant	Grade 1
Geraldine West	Kindergarten (½)
Renée Adler	Speech & Hearing Therapist
Anita Charpentier	Health Coordinator
Ann Foley	Elementary Art
Robert Gillespie	Elementary Art
Jean Goldman	Elementary Art
Alfio Graceffa	Music
Pamela Kvilekval	Learning Disabilities
Sara Luce	Elementary Art
Susan Pierce	Educables
Frances Porter	Dental Hygienist
Roberta Miller	Dental Hygienist (2/5s)
Betty Smith	Dental Hygienist (3/5s)
Anthony Frulla	Shawsheen, Principal
Dr. Richard McGrail	East Junior High Principal

Transfers

Dorothy Partridge
East Junior High, Principal to Asst. Principal

Edward Regan
Shawsheen Principal to Doherty Principal

Iora Alexander
West, Grade 5 to Elementary Guidance

Richard Bourdelais
East Jr. High Physical Ed. to High Phys. Ed.

Virginia Broe
Stowe, Grade six to West Elem., Grade 6

Louise Cullinan
South, full time, to Grade 1, Doherty, Half

Marie Dorion
Elem. French to East Jr. High French &
Science

Rita Dubrule
Stowe, Grade 6, to Doherty, Grade 5

Philip Dyer
Stowe, Grade 6, to Doherty Grade 4

Virginia Garland
Shawsheen, Grade 4 to Doherty, Grade 3

Douglas Halsted, III
High French, to West Junior High French and
Department Head

Mary Lou Huffling
Jackson educables to West Elementary
Primary Emotional Disturbed

Norma McCabe
Stowe, Grade 6 to West Elementary

Nancy Nolan
Sanborn, Grade 2 to West, Grade 5

Karen Perry
Elementary Art to High School Art

Sally Santuososso
East Jr. High Art to High School Art

George Walsh
Stowe, Grade 6 (Teacher Principal) to
Sanborn, Grade 6

Leslie Whitley
Sanborn Kindergarten (½) to West Kind. (½)

Leaves of Absence

Roberta S. Cianci	West Junior High
William Deacon	High School
Eleanor Finnegan	Shawsheen School
Rosemary Keene	Shawsheen School

Sabbatical

Suzanne Coates	East Junior High
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Retirements

Catherine Barrett	Central Elementary School, Principal
M. Augusta Breck	Dental Hygienist
Marion Chittim	East Junior High School
M. Rita Cronin	West Elementary School
Margaret Hawkesworth	High School
Helen Monell	East Junior High School
Rosemary O'Neill	Elementary Guidance

Resignations

David Adelman	East Junior High School
Diana Balmat	High School
Margaret Bennett	High School
Paula Berti	Doherty School
Joyce Britton	Bancroft School
Kathleen Carroll	West Junior High School
Isabel Clayton	Sanborn School
Patricia Colella	High School
	Returned - September, 1970
Janet Cooper	Bancroft School
Irene Crane	South School
	Returned September 1970 - ½ position at Doherty

Barbara Crowley	South School	Carol Krauss	(Perm. Sub) Librarian
Louise Cullinan	South School	Elizabeth Lukas	Sanborn School
Returned September 1970 - ½ position at Doherty		Claire Marum	Shawsheen School
Alice Currier	Elementary Art	Wayne Mercer	High School
Sandra Curtin	West Junior High	Madeline Morin	South School
Peter DellaMonica	High School	Jean Moore	Doherty School
Brenda Desmarais	Bancroft School	Myra Morse	High School
Joan Duffy	PERC Super. & Teacher	Adele P. Perry	East Junior High
Ellen L. Evans	South School	Helen Parker	East Junior High
Susan Farr	South School	Barbara Quinlan	Sanborn School
William Godfrey	East Junior High School	Carol L. Reid	Dental Hygienist
Jeanne Gugino	High School	Elaine Sammataro	West Elementary School
James Hartmann	East Junior High School	Malcolm Sandberg	East Junior High School
Franklin Hayward	East Junior High School	Lilian Silsby	Elementary Art
Mary Heaphy	High School	Christine Skane	Sanborn School
Catherine Hitz	East Junior High School	Marjorie Smith	Shawsheen School
June Holt	Elementary French	Barbara Somers	East Junior High School
Mark Huse	West Elementary School	Nancy Thomas	(Perm. Sub.) Doherty School
Leslie Jope	High School	Elizabeth Taylor	East Junior High School
Eugene Kanefsky	High School	Richard VanWagenen	Bancroft School
Patricia Karl	Sanborn School	Charles Vars	High School
Penny Kelly	Doherty School	Martha Walsh	Sanborn School
Anne Kenney	Bancroft School	Linda Zahn	Stowe School

REPORT OF THE ASSISTANT SUPERINTENDENT OF SCHOOLS

Vaughn Clapp

The year 1970 was a very busy one in the personnel area. There were sixty-six new positions filled as a result of normal turnover and twenty-nine filled as new positions created by rising school population. Three administrators, John Coyle at South School, Dr. Richard McGrail at East Junior High School, and Anthony Frulla at Shawsheen School, were also new to the system. A new position of Health Educator was created to provide assistance in dealing with contemporary health problems of students and also to establish adult education programs. It is filled by Miss Anita Charpentier.

The amount of candidates to fill available positions multiplied over prior years. Attracting candidates became less time consuming, but selection of the appropriate staff members became more time consuming because of the vast numbers available.

The West School Addition, which opened in September, has increased elementary level capacity by six hundred students. That increase only served to relieve overcrowding and provide a short time to plan for additional spaces. The Doherty School Addition plans were completed to provide for an additional three hundred and forty students by September, 1972. Doherty School and

Shawsheen School sixth grade students are housed at West School to take advantage of the new facilities, and the Stowe School was closed.

The Summer School program grew in total enrollment with a wider variety of courses and both daytime and evening programs being offered at the secondary level. The program is offered for both remedial and enrichment purposes. A special Title I Project which also operated in the summer provided a day camp operation for sixty-four students, a readiness program for thirty-five pre-kindergarten students, and a workshop to develop a Mental Health curriculum.

The Special Education classes were completely dispersed into the elementary schools, and the Jackson School is no longer used to house classes. The move provides an opportunity for more full integration of those students with the regular school program.

The In-Service program was established to provide opportunity for staff growth geared to local needs. It is outgrowth of the staff work done during the Curriculum Days Program. Over three hundred staff members are working in forty projects involving local course work, curriculum development, and research.

SCHOOL CENSUS INFORMATION AS OF OCTOBER 1, 1970

Children in the compulsory school age bracket of 5 to 16 years old:

	5-7	7-16	Total
Public Schools			
Boys	425	2083	2508
Girls	<u>374</u>	<u>2077</u>	<u>2451</u>
	799	4160	4959
Vocational School			
Boys	0	17	17
Girls	<u>0</u>	<u>0</u>	<u>0</u>
	0	17	17
State Institutions or Special Schools for Defective			
Boys	3	9	12
Girls	<u>1</u>	<u>7</u>	<u>8</u>
	4	16	20
Private Schools			
Boys	116	503	619
Girls	<u>2</u>	<u>112</u>	<u>114</u>
	118	615	733
			3156 (Boys)
			<u>2573</u> (Girls)
TOTALS	921	4808	5729

School Attending Child — Kindergarten through Grade 12

	Boys	Girls
Public Schools	3030	2959 (plus 4 P.G.s 28 Tuitions 21 State Wards) (New Jersey)
Public — Non-local	1 (Lawrence)	1
Greater Lawrence Regional	38	0
Private — Local	383	307
Private — Non-Local	<u>136</u>	<u>88</u>
	3588	3355

In State or County Institutions
or Special Schools for Defectives

22 14

In Nurseries

Local	138
Non-Local	<u>21</u>
	159

REPORT OF THE SUPERVISOR OF GENERAL SERVICES

Jack Berberian

This September the largest elementary school in Andover was completed. Twenty-four classrooms, a cafeteria, gymnasium, media center and a boiler room were added to the existing twelve room school. The school is at capacity now because the district lines were expanded to alleviate the crowded conditions at the Shawsheen and Sanborn schools. All of the sixth grade children who should attend the Doherty school are also bused to the West School. Ten buses are used daily to transport the children to this school.

Andover has twenty-nine buses under contract and seven special vehicles to transport the children to regular public, private and special schools. These buses are also used for field trips, athletic activity and late bus for the students who participate in extra-curricular activities.

The school lunch program has been affected by rising food and labor costs. It was necessary this year to increase the school lunch price from twenty-five cents to thirty cents. An appropriation was also necessary to subsidize the school lunch program. It appears that this may again be necessary as the government commodities that we receive this year are less than we received in previous years. The school cafeteria joined in the

Elderly Food Program. A hot lunch is offered daily at the East Junior High Cafeteria to all eligible residents.

Another first was the opening of a "Snack Bar" at the Andover High School. The snack bar is open to all high school students every morning and afternoon and is a successful operation.

The growth of the school system and the supporting personnel needed to implement the new programs introduced into the educational program have increased the costs of administering the school system. An important tool in determining costs and effect of programs is the PLANNING, BUDGETING SYSTEM, which was started this year. A new budget guide and an inventory system was initiated to help in the development of the Annual Budget.

Andover is again eligible to participate in the Federal Project - Title I, 874 and will receive funds according to the entitlement. This project is to financially assist towns whose enrollment is increased due to government activity in the area. This year Andover is entitled to \$59,550.00 which will be used to reduce the 1971 Budget.

FINANCIAL STATEMENT

DECEMBER 31, 1970

	Salaries	Expenses	Total Expended
1000 Administration	\$ 111,711.29	\$ 36,074.37	\$ 147,785.66
2100 Supervision	93,574.74	380.93	93,955.67
2200 Principals	293,169.51	19,479.68	312,649.19
2300 Teaching	3,306,482.90	177,431.13	3,483,914.03
2400 Textbooks		45,017.58	45,017.58
2500 Library	110,027.43	34,905.06	144,932.49
2600 Audio Visual	13,648.14	20,082.61	33,730.75
2700 Guidance	171,137.93	9,762.79	180,900.72
3100 Attendance Officer	500.00		500.00
3200 Health Services	42,094.77	6,614.65	48,709.42
3300 Pupil Transportation		222,142.67	222,142.67
3400 Food Services	10,000.00		10,000.00
3500 Student Body Activities	20,467.14	38,585.03	59,052.17
4100 Operation of Plant	290,289.88	159,377.29	449,667.17
4200 Maintenance of Grounds		2,856.22	2,856.22
4220 Maintenance of Buildings	13,423.70	94,078.26	107,501.96
4230 Maintenance of Equipment		3,946.79	3,946.79
4240 Replacement of Equipment		9,671.51	9,671.51
5000 Fixed Charges		42,008.08	42,008.08
6000 Community Services		20,000.00	20,000.00
7000 Acquisition of Fixed Assets		29,227.15	29,227.15
9000 Programs with Other Systems or with Other than Public Schools		4,783.00	4,783.00
	<hr/> \$4,476,527.43	<hr/> \$ 976,424.80	<hr/> \$5,452,952.23

ANNUAL REPORT OF THE PRINCIPAL OF ANDOVER HIGH SCHOOL

Philip F. Wormwood

The high school opened this year with an enrollment of 1253 which represents an increase of 37. Since the school was built to accommodate a maximum enrollment of 1200, it is understandable that space is now at a premium, and each year's increase will aggravate this problem.

The New England Association of Colleges and Secondary Schools, the high school's accreditation body, completed its two-year evaluation program of Andover High School. The New England Association of Colleges and Secondary Schools awarded a ten-year accreditation to the high school which is the maximum length of time that can be given. The favorable report reflects well on the school's program, the faculty and the facilities.

A new student government plan was set in operation this year which gives the students and faculty a greater opportunity to be heard. The students, in addition, are far more involved in the development or implementation of programs. As examples, high school students are helping students in the lower grades through organized programs related to foreign languages, hobbies, drugs, and art. Another project, called the School Friend Program, has high school students filling in as friends to younger children who can gain from such a relationship.

High school students are actively involved in other types of programs also. One group has been

working hard on ecology projects; another group has been training in preparation of handling a "hot line;" and another group of students are part of a work-study program which relates outside employment to school programs. Planning is now underway to initiate a distributive education class next year. This is a combined in-school and out-of-school program that will teach students the basics of merchandising, marketing and management which trains people for careers in retailing and wholesaling in service establishments.

All of these programs are part of the direction to develop valuable learning experiences outside the school because a greater degree of relevancy becomes established when students are related to existing problems or to actual employment conditions.

Today much of the focus at the high school is on the development of student responsibility. More decision making experiences are being given students so that they have the opportunity to learn through their successes or failures. Such an approach is undeniably more difficult to implement than that of an inflexible approach under which students have no options. Yet with college or employment so near at hand for high school students, it is necessary that a modern high school include as part of its program the development of responsible attitudes and the training of decision making capabilities.

REPORT OF THE PRINCIPAL OF ANDOVER EAST JUNIOR HIGH SCHOOL

Dr. Richard F. McGrail

Being a newcomer to the Andover Public School System, I have been extremely impressed with the community's commitment to education and overall concern for its young people. Education is the biggest and most important investment any community makes and a high percentage of the citizens of Andover seem aware of this fact. This is not only indicated by financial support, but also by positive involvement in the affairs of the schools. I could go on and discuss many more conclusions I have come to in my first few months in Andover, but I feel it more appropriate at this point to briefly present my philosophy of education and some of the education implications for the East Junior High School.

The junior high school came into being at the turn of the century because there was a need for a bridge between the elementary school and the high school. In the beginning, the junior high school represented a terminal education for many students. As this latter consideration became less important, new philosophical and psychological reasons for its existence emerged. There developed an awareness of the importance of these pre-adolescent years and a desire to develop and implement a curriculum, in the broadest sense of that term, designed to meet the needs of a student during this period of his life.

The junior high school should be neither a "little high school" nor a sophisticated elementary school. The emphasis at the junior high level must be dictated by the needs; physical, psychological, intellectual, social, and emotional of the pre-adolescent.

At this point, one might well ask what all of this means in practice or how the theory is translated into action. Let me now point out a few of the implications, some obvious and others perhaps not so obvious.

1. Since the middle age student is by nature restless and the possessor of a limited attention span, opportunities for physical involvement must

be available. This fact has led us to move in the direction of elective time in the gymnasium in addition to regularly scheduled classes, greater emphasis on laboratory work in the physical sciences, and as much time as possible in such areas as home arts and industrial arts. In addition, faculty and administration at the East are constantly looking for new ways to involve students more actively in the learning process.

2. During these middle years particularly, students should be encouraged to explore areas of possible interest both through the regular curriculum and through so called extra-curricular activities. Unfortunately, for many students, this will be the last opportunity to enjoy this luxury. Implied in this is the students basic right to fail on a given project or task. One should never anticipate failure, but students must be convinced that the shame is not in failure, but in not making the effort required. In translating all of this into action, we are largely dealing in the area of attitude, but a few specific implications should be mentioned. Approximately 67% of our students take a foreign language which is a high percentage for any junior high school. However, given a good attitude, we feel that this exposure can be beneficial even though we realize that not all these students will go on to take advanced courses in later years. Extra-curricular activities often serve as an outlet for students with particular interests and abilities who are looking for a challenge even beyond what they find in their assigned classes. These activities include such diverse areas as sports, school newspaper, mathematics team, drama club, instrumental and vocal music, foreign language clubs, and student government. In addition, students are encouraged to pursue interests which have not necessarily been pre-planned by the school. An example of this would be the Ecology Club which was student-initiated and is parent-sponsored at the East.

3. During these years, there should be a gradual increase in opportunities for students to make decisions for themselves. This is consistent with

what we know about the psychological make-up of the pre-adolescent. He is demanding independence on one hand while desperately holding on for security with the other. To give him too much freedom and responsibility too soon is to rob him of his precious youth; whereas, to hold too tight a rein is to be negligent in not preparing him for future years. As any parent of a middle-age student knows, achieving this balance is extremely difficult. It is precisely an awareness of this need which, in my opinion, makes public school education today so challenging. We attempt to meet this challenge by increasing the number of elective courses each year, by our tutoring program where student works with student, and most importantly, by encouraging individual initiative within the framework of our regular programs.

4. Parents should actively participate in the planning and implementation of junior high school programs. In saying this, I am in no way implying that the professional educators are either unwilling or incapable of making the necessary decisions. I am simply recognizing the fact that the student is under the direct influence of the school

for approximately one-third of the day and the influence of the home for two-thirds.

Our parent meetings have been well attended and, I feel, quite useful. The number of individual parent conferences with teachers, guidance counselors and administrators, while encouraging, have not been as frequent as we would like. Our parent volunteer program is slowly getting off the ground and I think this should help in several ways. Generally speaking, while we are very pleased with the cooperation of our parents, we feel we must work to improve all aspects of home-school communication.

Before concluding, I would like to make a plea for all individuals and groups within the Community to work together with the schools toward our common objective. Schools must not operate in isolation from the rest of the community. Education is our biggest investment, and successful completion of the task requires the active cooperation of students, parents, community groups, and educators.

ANNUAL REPORT OF THE PRINCIPAL OF WEST JUNIOR HIGH SCHOOL

William E. Hart

I hereby submit the tenth Annual Report as Principal of Andover West Junior High School.

I.

"I believe that if we are to continue asking for money, more and better schools, experimental and innovative programs — and I believe we must — we must also provide an accounting of our accomplishments or deficiencies." Our theme "Professional Accountability" endorses the message of Commissioner of Education Neil V. Sullivan, as well as the system-wide goals established by Superintendent Seifert.

The staff has developed a "program" which contains the essential elements of accountability (1) Intended Direction (2) Time table (3) Evaluation. An Audio-Visual presentation highlighting our program was developed and presented at our Fall Open House. In addition each parent received

a copy of our "yearly program" which detailed the direction of the school efforts during the year as well as our methods of evaluation. Our goals simply stated are:

I. To have each teacher develop behavioral objectives related to "Curriculum Reports" as their yearly program.

II. To develop positive self-awareness in each student.

III. To increase lines of communication among all segments of the school-community.

IV. To develop an independence of thought in each student.

V. To provide the opportunity for all students to pursue their own interests.

II.

"In Service" programs proposed by the staff have great potential for professional growth, as well as direct benefit to the school system. It is apparent that this approach pays greater dividends per dollar invested than the cost of "credit hours" at colleges and universities. We are collaborating with Merrimack Educational Center to analyze our "In Service" needs in order to provide a wide range of opportunities for professional growth.

III.

Our reporting system was expanded to provide parents with detailed information in every subject field in addition to the traditional report card system. Parents had the opportunity to receive the objectives of each subject as well as a complete diagnosis of their child's progress via conferences with administrators or counselors. The response was most heartening and future plans call for the optional attendance of students at their parent conferences. The feeder reports from the faculty were exceptional. They were thoroughly prepared with specific examples to support their professional judgments.

We have taken greater advantage of the opportunities offered by the community to enrich our curriculum. Every department has brought students into the community by expanding field trips as well as inviting resource people in to the

school. This alliance affords benefits to both parties and we foresee expanded roles in the future.

IV.

The Parents Advisory Council has provided us with ideas and assistance which has helped strengthen our program. A "Sunday afternoon" gym program has been initiated and directed by interested parents. Members have assisted the Evening School Director in providing results of an interest survey resulting in an expanded program. A newsletter and "volunteer aide" program are in the formative stages.

V.

Over two thousand visitors thronged the Spring Open House which featured a "Western Bar-B-Que and Educational Round-Up." Almost 100% of the student body participated in a smorgasbord of activities which included: Charge on San Juan Hill (Social Studies Dept.), Art Festival, Industrial Arts Display, New Books Exhibit, Horoscope Booth (English Dept.), Aero Space Seminar, Mathematics Challenge, Fashion Show, Physical Education Exhibition, Foreign Language Plays and Musical Clubs Concert. Our guests were served barbequed chicken in the courtyard which was decorated in "Gay Nineties Style."

I am indebted to Dr. Kenneth Seifert, Mr. Richard Neal and my loyal colleagues for their continued support and enthusiasm as we re-tool for the future.

REPORTS OF THE ELEMENTARY SCHOOLS BANCROFT SCHOOL

Earl E. Simon — Principal

The Bancroft School, in attempting to capitalize on the "community atmosphere" that the design of the structure encourages, has engaged the services of parents and various older students from the High School and college levels to work with our younger students. In some instances the experiences have been remedial in nature but in most cases they have been arranged to provide a sharing experience that would be mutually satisfying to both parties. Some 30 parent volunteers, 9 high school students, 15 Merrimack College students, 6 Phillips Academy students and 1 Abbot Academy student have participated. In addition, some 25 of our own students are assisting younger students in various ways.

The staff's response to in-service courses has been outstanding. Every staff member has participated in one or more courses. This certainly demonstrates their professional attitude and commitment toward developing and improving programs in the Andover school system.

We are presently involved in an evaluation of the physical facility as well as the relationships that exist between students, staff and principal. It is hopeful that the study will reveal strengths and weaknesses that we, as a staff, can address ourselves to in order to provide an optimum learning atmosphere.

WILLIAM A. DOHERTY SCHOOL

Edward P. Regan — Principal

The staff and faculty of Doherty School are preparing for an addition to the building which will have profound effects on the organization and program of this school. The implications of changing the organization of a school from self-contained classrooms to flexible grouping in an open-concept building are great. The thrust this school year has been toward developing those required skills, techniques, and programs that will be in operation two years hence when the addition has been completed. While we have attempted to make greater and wiser use of the existing building, we have more concern for the human resources, both pupil and teacher, and how they must function in an open-concept building.

In meeting our challenge, we have instituted some changes which have caused some movement in the direction of our future organization. The wall between the library and reading room was taken down so as to double the size of the library. Through the use of parent volunteers, we have been able to make the library available to children while the librarian is working in classrooms. Children are permitted greater movement within the building without direct supervision. Associate teachers who were appointed to reduce

class size in the primary grades have enabled us to greatly refine the groupings of children in reading and mathematics. By scheduling skill subjects at the same time, it is possible to place children at the proper learning level. The kindergarten classes are using a team teaching approach. This provides more meaningful readiness activities for kindergarteners. High enrollment in the intermediate grades is alleviated through the use of associate teachers who are responsible for science instruction and math enrichment. This use of associate teachers will permit higher achievement in mathematics by the more able students and provide a developmental science program which emphasizes man's place in, and responsibility to, his environment. Plans have been made to create a mathematics lab within the school by early spring. This will provide opportunities for independent skill development, exploration, and individual pursuit of this interest.

During the remainder of the school year plans will be developed for individualizing the math and reading programs, team teaching organization for a selected grade, and further development of a program which permits children opportunities to pursue their own interests.

HENRY C. SANBORN SCHOOL

Joseph M. Normandy, Jr. — Principal

In this eighth annual report I would like to bring your attention to a rather unique meeting of supportive staff personnel.

Before describing this "Cracker Barrel" session, the underlying philosophy should be understood.

Special subject teachers (Art, Music, Physical Education, Guidance, Library, Speech and Hearing, Remedial Reading, Health personnel) all articulate with children and classroom teachers. Because of the position requirements, however, they seldom have the opportunity of articulating with each other.

The special subject teacher is in the enviable position of being able to view large numbers of children in a classroom situation who are not involved in skill subject concentrations.

This combination of large numbers of children, more than one school building and the special areas that they handle, presents an outstanding opportunity for them to observe different behavior patterns than the classroom teacher.

To take advantage of this wide range of observations and channel their respective interests the specialists devised a plan that allows them to eat lunch in the Remedial Reading Room. The "Cracker Barrel" session meets on Wednesdays from 12:00 to 12:30.

Discussions are usually case oriented, that is, a discussion on how to motivate a particular child. Conversation begins with a review of the child's cumulative folder, the classroom teacher usually adds her observations, as do the special subject teachers. Quite often the guidance coun-

selor is instrumental in providing discussion leadership.

How to develop an increase in participation by children in the special subject areas is another topic of discussion. Special subject teachers devise ways to combine classes to bring about an attitude change by children who may be reluctant to participate in any one area. An example of this type of articulation would be the Sanborn Round-

Up during which time Art, Music and Physical Education all cooperate to bring this program together.

The third topic of discussion at these meetings is the creation of hobby and interest clubs. Special subject teachers devise ways to bring more children into contact with the curriculum by expanding their program to include time for children to pursue their own interests.

SHAWSHEEN ELEMENTARY SCHOOL

A. Eugene Frulla — Principal

I hereby submit my first annual report as principal of the Shawsheen Elementary School.

The Shawsheen School is striving to attain the goals of the Andover School System. Our greatest concern is with the individual child and his total development as a human being.

In our attempt to develop a positive self-awareness in each youngster, teachers and counselors are augmenting the traditional social studies programs with films and experiences designed to help each child develop a more positive attitude toward himself, others and his environment.

To aid in the achievement of this goal, the Shawsheen Staff has studied individual language arts and mathematics programs. It is believed that the properly placed child, developing at his

own pace through the curriculum will be a more secure and successful child.

A concentrated effort has been made to involve each child in a project of his own choosing. These interest studies generally are pursued in the classroom, media center and home.

The student council has taken an active role in the development of rules for the operation of the school. The membership has been set up on a rotating basis so that each child will eventually have the opportunity to participate in such a democratic experience.

The Shawsheen parents have been kept informed of the programs at the school by means of a regular newsletter and discussion meetings. The PTO has studied the physical plant and has recommended that the facility be modernized so that present physical limitations to the educational program might be removed.

SOUTH ELEMENTARY SCHOOL

John A. Coyle — Principal

This past year has been one of change, growth, and program development at the South School. These changes can be categorized in three basic areas - instruction, organization, and communication.

First, the instructional area saw the introduction of Alpha One as the basic language arts program in Kindergarten. This program develops the basic skills of listening, printing, recognizing the alphabet symbols, and oral communication skills. In Primary A all children have embarked on the Sullivan Individualized Reading Program.

At this time the response of students and staff is extremely encouraging. Science, A A A S to be specific, has been introduced to all children to form the basic science program. Human Development curriculum materials have been introduced at some levels by some staff members and we are anticipating the continued growth of these programs. Budget requests are more program oriented at this time also. The school also initiated the first class for problem (school failure and discipline) students on a full time basis. The final results are not in as yet but I feel this attempt will have implications for the elementary schools

of the system. These students are not emotionally disturbed or retarded but have tuned school out and we hope to reintegrate them to the learning process.

The organizational changes are also significant. We have developed a pattern of multi-age grouping combined with team teaching. This situation relieves two major problems - student failure and teachers instructing in areas where skills are not strongest. Each of our four teams has a team leader. The role of the team leader is not as strong as I view it for the future but these people have accepted the responsibility for working on budget, scheduling and pupil placement. Specialists schedules have also been arranged so that team planning time is a fact on two days per week and the majority of team members are free on the remaining three days of each school week. The transitional behavior class has also been a definite addition to our organizational program and I am hoping that this may be a continuing part of the school structure.

In the area of communication I think the biggest area of growth has been between staff members and the administration. People now feel they have the freedom to speak what is on their mind and to offer suggestions and criticisms without fear of retribution. There also exists greater communication between students and teachers. Greater parent involvement through the activity period and the volunteer aide program has increased the general tone of communication between the home and school.

The greatest single need at present is space. Space to house specialists and to arrange for places for children to work when they pursue interests and activities. We also must provide quiet areas for speech and hearing, guidance, and individual study projects.

On the whole I feel the past year has been one of great achievement at South School.

WEST ELEMENTARY SCHOOL

Isabelle Dobbie — Principal

The year of 1970 was one of wonder, planning, and anticipation. As plans were being formulated for the opening of the West Elementary School addition there was great wonder and speculation as to whether or not the school would be ready, but at last official word was given that we would open on schedule. The opening of school was devoted to an orientation program for teachers and pupils and at first everyone felt quite lost, but now everyone feels at home.

The West Elementary School population is divided by grades as follows:

- 5 Kindergarten classes
- 4 Grade One classes
- 4 Grade Two classes
- 4 Grade Three classes
- 4 Grade Four classes
- 4 Grade Five classes
- 10 Sixth Grade classes
- 1 Primary Adjustment class
- 1 Intermediate Adjustment class
- 1 Special Education class

The Kindergarten classes are self-contained classrooms; grades one, two, and three are heterogeneously grouped by rooms and break into ability groups in reading, phonics, and mathematics; grades four, five, and six are housed in two open concept areas in the new building with many variations in grouping being used. The new auditorium can be divided into two sections which allows two activities to be going on at the same time.

The new gymnasium can be used as one gym or divided into two gymnasiums.

One of the greatest additions to West Elementary School is the Instructional Materials Center with various types of media available for use by students and teachers. The Instructional Materials Center is a busy room all day long with many types of activities taking place. A group of sixth grade boys is available to run projectors for teachers who request this service.

The size of the West Elementary School allows greater flexibility in grouping in all sub-

ject areas and permits groups of children with similar needs to work together.

At one particular grade level we discovered a great need for children learning to get along together during recess time and found that some children required a highly structured program of activities. We have had some boys from Andover High School who planned games and activities for these youngsters at recess; in addition to this, films about good sportsmanship were shown and followed by a discussion period. Those children

who showed more aggressive tendencies have been having some group counseling with Mrs. Alexander and Miss Charpentier.

At sixth grade level we have been having an inter-class volleyball tournament and plan to do the same thing in fourth and fifth grades.

Each class is planning an assembly and these are presented to other classes in the auditorium.

All of us are adjusted to our new surroundings and enjoy our addition.

A REPORT OF THE GUIDANCE DEPARTMENT

William J. Igoe — Director

I submit herewith my thirteenth Annual Report as Director of Guidance of the Andover Public School System.

This year in an attempt to involve, to a greater degree, all of the parents, students, teachers and specialists in the Andover Public Schools the following new programs have been developed by the Guidance Department.

The Elementary Counselors have concentrated mainly at the Kindergarten level with the objective of developing a more positive self-awareness and to provide more diagnostic evaluation of each pupil. In line with this year's philosophy it is the hope and expectation of the entire guidance staff to assist teachers of all levels in developing a more favorable climate for learning to take place.

Guidance counselors, at all levels, are attempting to give positive feed-back to parents. Written invitation for parental conferences have been sent out in order to afford the opportunity for the parent to discuss their views concerning their children. This initial meeting serves the purpose of the face-to-face relationship which is primarily an opportunity for the parent and counselor to discuss things that are of concern to them. This may take the form of Career Planning, Individual Counseling, Group Counseling, Work-Study, Test Interpretation or any other educational, personal, or vocational information that is needed.

Group counseling sessions are being offered to students at all levels by the guidance staff.

This involvement of a group process allows pupils to examine their feelings and develop insight and new concerns of behavior. This technique also assists students to inter-relate better with their peers, teachers and parents. It is our intention to expand the group counseling approach to a greater number of the school population. The counselors will also assist teachers in initiating such programs into the curriculum.

The Department is expanding the Career Planning program for students at lower grade levels. The Senior High Guidance Staff have initiated a program with the Junior High students in assisting them to explore Career opportunities. We are presently conducting a Pilot Program on Career Awareness at the Sanborn elementary school. It is our plan to develop a full program of this type at the elementary level.

We feel that the people in Andover have a wealth of knowledge, that, for the most part, hasn't been tapped in the past. The Guidance Steering Committee comprised of parents from various school districts are assisting the guidance staff in organizing an Occupational Directory. Adults in the community who are listed in the Occupational Directory will share their skills with pupils at all levels. It has been most encouraging when 120 parents have responded favorably to donating their time and services to interested students.

The Guidance Steering Committee has been most helpful in trying to develop better communi-

cation between the school and community. The committee is presently planning to organize an In-Service program in the evening for parents in order for them to have a better understanding of the school system's Philosophy, Objectives and Programs.

In addition to the Steering Committee, the Guidance Staff itself is in the process of developing a handbook for parents describing the Guidance Services at various grade levels. This information should be most helpful to parents to

acquaint them with the role of the counselor and the services provided by the Guidance Department.

In closing, I wish to express my sincere appreciation to Dr. Kenneth Seifert, Superintendent of Schools; Mr. Vaughn Clapp, Assistant Superintendent of Schools and the members of the School Committee for all the assistance and cooperation that I, and the members of my staff, received this year.

A REPORT OF THE LIBRARIES

Annetta R. Freedman — Library Director

Children learn not only by reading but by using all types of media. Providing the means to learn is the main objective of having and equipping the IMC in each school. A student or teacher should be able to find not only books but all other material on a subject. The School Library has changed. The silence of the room housing the book collection has given way to the hum of the exciting activity. This facility may be still labeled a Library; a better name is the Instructional Materials Center or Media Center — but it is not the old library.

As one can walk into our IMC's and see some students reading books and/or periodicals, others using a filmloop, a small group listening to a record, and still another group looking at a filmstrip, it is most rewarding to see that they are learning in many ways.

The media centers in all our schools are busy before, during, and after the school day. Flexible scheduling has been introduced throughout the school system this year. To perform effectively within the instructional program, the media-librarian must be ready to help children and teachers when help is needed. Teachers bring their classes to the IMC for research, for recreational reading, for exploring their individual interests.

Total service is our aim in the Andover Schools —based on a centralized IMC. Our program is growing and developing. Materials for the students and teachers are not limited to books. Records, cassettes, tapes, films, filmstrips, filmloops,

slides, transparencies, study prints and games are also available in the IMC.

In the construction of Bancroft, West Elementary, and Andover High schools modern IMC's were planned. At Shawsheen, the auditorium has been converted to a large IMC where many children can work. An IMC is planned in the Doherty addition. The facilities in the other schools are not large enough, but we are working to make the most of the space we have.

The Andover School System has been designated one of four school systems in Massachusetts to be considered for the 1971 Encyclopedia Britannica National School Library Awards. Systems were evaluated on the basis of rate of progress of its elementary media programs since school year 1968-1969. Criteria included the basic areas of professional staffing levels, growth of print and non-print collections, and development of budgets. Only systems which registered gains were assessed in terms of their relative progress towards achievement of the 1969 ALA/NEA Standards for School Media Programs.

The real results of the key supportive role played by the media centers, their personnel and programs toward providing meaningful learning experiences for the youth of the school system can only be observed in the media centers and the classrooms. Statistics do not adequately describe the many varied and existing ways children from kindergarten through the senior class use the many media services provided for their education by the School Committee through media centers.

Our media staff is looking forward to an even more successful year in which it will continue to play a key role in helping the teachers of our school system do a better job of teaching by providing materials and services needed for quality

teaching. More importantly, IMC personnel, the media program, and facilities are geared to making the vital, but often unmeasurable, contributions to the educational experiences of each child in the Andover Schools.

A REPORT OF THE MUSIC DEPARTMENT

Edward P. Grigoli — Director of Music

We, in the Music Department, have been developing a curriculum guide for the total music program.

In this we are seeking to achieve not only a sequential program but one which will provide for each student a balanced experience which stimulates or motivates eight types of responses: physical, emotional, social, cultural, intellectual, aesthetic, ethical and spiritual.

In the elementary level the Exploring Music series are presently being used in classroom music. The approach to this is being supplemented with the Kodaly philosophy and the Orff method with its suggested instruments.

Instrumental and choral groups have increased in popularity as substantiated by the number of students who have indicated interest by participation.

The Junior and Senior High basic philosophy of music appreciation classes is constantly being evaluated in order to develop more understanding in listening to music.

The offering in music education at all levels in the Andover School System are of a wide variety and competitive with most systems in the country.

HEALTH EDUCATION REPORT

Anita Charpentier — Health Coordinator

The status of the Health Education curriculum in our school system at present is in a transitory stage. This is a necessity due to the influx of health and social problems such as drugs, alcohol, and the increased awareness of a need for a good mental health program.

The basic philosophy of the program is "to understand, develop, and improve personal and social relationships through a better concept of self and others." This program is intended to supplement the combined efforts of home, church and community.

The family living workshops for adults have

been very poorly attended. My personal reactions are numerous - apathy? acceptance? acquiescence until the program is actually in effect? I do not have the answers but will work diligently this coming year toward achieving that goal.

The teachers' workshops conversely have been well attended and productive.

It is my sincerest desire to stimulate both parental and teacher involvement in the programs, so that the Andover student population will become a group of productive, well-adjusted, and happy members of a very transitory society in the future.

A REPORT OF THE SPECIAL CLASSES

Anna F. Walsh

Upon receiving the goals set up for this Department I find that every step taken has been an advancement.

We have placed the two Special Classes from Jackson in bright settings, acceptable to the Principals and integration went into effect immediately.

We established a class for the Primary E.D. The primary and intermediate 750 classes are housed in West Elementary School, excellently staffed and very well equipped. Each class has a full time Teacher Aide.

Children from all classes swim at the Lawrence Boys' Club twice a week. Presently this is elective; we hope to make it a part of our Physical Education program and include all students.

The Curriculum Days released time was invaluable to this Department. Our 59 page final report bears this out.

We have some real rough problems to surmount, but we also have courage and really fine cooperation in trying to handle these matters.

A REPORT OF THE PHYSICAL EDUCATION AND ATHLETIC DEPARTMENTS

Donald D. Dunn — Director

It is with mixed feelings that I submit my last Annual Departmental Report. My first was submitted in 1937.

Physical Education

There have been some outstanding accomplishments during 1970. The entire physical education program was up-dated with many major changes.

High and Junior High Schools

1. Models were established for grades 7-12.
2. The testing program was re-evaluated.
3. Elective classes were established at the High School Level.
4. Help classes, on a volunteer basis, were established in all schools where the schedule permitted.
5. The physical education facilities of each school worked on the revision of the current physical education program.
6. A work study program for those students in the 12th grade who meet the requirements of our Model was instigated.
7. Choice of activities were introduced at all levels which were limited only by personnel and facilities available.

8. Leveling by class was introduced in 1970 and has worked out well in the High School.

With these improvements, our program has become more meaningful and has presented more pleasure and opportunity for the student who desires to maintain or improve himself.

Elementary Schools

Changes and improvements were also great at the elementary school level. I will list the most important of these changes.

1. Team approach to testing program in grades 1 & 2.
2. Setting up of Models for K-3.
3. Work on Models 4-6 to be ready in 1971-72.
4. Introduction of many new activities in areas of:
 - a. Movement exploration
 - b. Floor Hockey
 - c. Apparatus
5. Special Help classes were organized for students showing the need. It was limited only by personnel and availability of facilities. In most cases, the results have been most pleasing.

6. The time allotment was increased in all but one school 100%.
7. There is now a Physical Education Instructor in all Elementary Schools with two at the new West Elementary school which houses over 900 pupils. This has eliminated traveling and has been a big boost to the Elementary Physical Education Program.

Special Programs

1. Introduction of a Saturday Recreational program for three hours at each elementary school. This program is going well and provides an added opportunity for pupils in each local school to participate in supervised physical activities.
2. The Special Class Swim program held at the Lawrence Boys' Club on a two day a week basis was increased 33% this year. Further study is being made of the needs of the handicapped children, and it is anticipated that this program will be expanded further in 1971-72.

The Fourth Grade Swim Program which is held at the Phillips Academy pool on a two day a week basis - two terms at 26 sessions a term is under the supervision of Mrs. Carol Dowd. Skill passed by the fourth graders that participated numbered 2,376 with the average number of skill passed by each youngster 15.5. This is a most worthwhile program and should be expanded when pool facilities become available.

3. Intramurals are an important part of our overall program. It is run in three seasons, Fall, Winter and Spring. This is the playing opportunity for girls and boys wishing to participate in sports but not on a regular or varsity level.

Athletics

The year of 1970 was the best year for athletics

in the history of our school system. Competition during the year between the East and West Junior High Schools seems to be headed in a healthy direction. There were league & interschool champions with the West Junior High School predominating. This is but a very temporary condition.

At the High School level I will list a few of their outstanding accomplishments:

Track — North Shore Indoor Track Championship, Class B (Winter)
Merrimack Valley Track Champions
Andover Invitational Champions
State Class B Champions (Spring)
All State and New England Champions

Basketball — State Class C Champions (Tech. Tourney)

Went to Finals in Mass. State Finals

Soccer — League Champions (only team in North Shore league to qualify)

Went to State Tournament for second year.

Baseball — Best season with 700 average for Varsity and 500 average for Junior Varsity.

Girls Field Hockey — Best season to date with 8-1 record.

Girls Softball — 3-5 record

Girls basketball — 5-5 record

Golf — 500 season

Tennis — Girls 8-1 first year of competition
Boys 6-4 first year competition.

The splendid record of 1970 attests to the calibre of student participants and the coaches who are guiding our students in this Athletic Program. As Director I am proud of their achievements and what it has meant to the students. Andover can well be proud of this record.

A REPORT OF THE HEALTH DEPARTMENT

Ruth E. Westcott, R.N. — Head Nurse

The year 1970 was as complicated for the Health Department as for others in the System. The close cooperation with the Specialists in the school has helped to place the nurses in the proper perspective in the System but has also meant a

great deal more work. There have been many more home visits and conferences necessary to obtain the valuable information necessary for the Reading Specialists and the Guidance counselors. The pre-kindergarten program, although very

valuable, created many problems. The nurses and hygienists were not able to see many of the parents without making second appointments because of covering two schools at the same time.

The routine testing of vision and hearing was done in all schools as required. Physical examinations were done by Dr. McArdle. We are still having a problem in getting the physicals done for the Varsity sports. One physician cannot cover the number of students participating and have the examinations done before the first game of the season.

The Tuberculin testing program is in the process of revision. Starting in the fall of 1971, the students in Grades one and ten will receive the test. This will give the high school students the necessary test result for work in certain fields.

Ten students were investigated and approved

for home teaching because of accidents or long illnesses.

We were only able to find one full time hygienist and two part time hygienists to fill the two vacancies in the Department.

I recommend that we endeavor to find a full time hygienist for next year. Too much valuable time is wasted with the present arrangement. We need health aides in the school to cover for the nurses on the days they are in another school. These aides would be trained to do some of the routine vision and hearing testing, weighing and measuring, simple first aid, and certain areas of clerical work. We need a second physician to help with the physicals for the Varsity sports during the first month of school.

I wish to express my thanks for the help and consideration extended to the members of the Health staff in the individual school.

A REPORT OF THE AUDIO VISUAL DEPARTMENT

Robert W. Bachmann

This has been a year of evaluation, reorganization, experimentation, and progress for the Audio-Visual Dept. We have evaluated ourselves in what we have achieved, what we would like to achieve, and then set standards and goals to attain these aspirations. We have found ourselves eager and willing to accept the greater demands for services and aid in the increasing use of educational technology.

All nine schools plus the AV/TV Center have been undergoing a not yet completed reorganization and standardization of procedures which will make AV services among the schools more cooperative and efficient. At present, an ideal has been established for the adequate equipping of each school to meet the needs of newer teaching methodology being applied. The AV/TV Center is gearing itself to becoming a technical resource center for the system. The Center provides technical assistance to all schools in evaluating, ordering and maintaining equipment. In-service aid is also provided for operation training at all levels from students to administrators. The Center is also a library for media storage in the areas of 16 mm film, video tape, and master copies of various other filmed and recorded media. Production and

assistance in production of original media is offered by the Center. Original work in the areas of television, motion pictures, slide-tape, audio recording and other presentations is carried on and encouraged.

The TV and media production studio has become functional this past year and brought to completion by students working under an incentive grant. The same students are now the nucleus of the first TV electography crew being trained. The AV/TV Center also developed a mobile instructional television unit (dubbed "MIT") which performs as a movable video taping facility within a school. One M.I.T. unit is planned for each school making possible distribution of video taped lessons and programming. Master tapes can be produced in the TV studio and circulated throughout the system. This area of development is of great interest and much experimentation is expected in this area during the coming year.

As new developments in technology present themselves, the AV Center will evaluate each in constant effort to keep Andover's educational program as effective as the state of the art can make it.

A REPORT OF THE READING DEPARTMENT

Theresa G. Murphy

Curriculum Development

During the curriculum days last spring a series of behavioral objectives were developed for the teaching of the communication skills. The following areas were included:

- Phonetic Analysis
- Structural Skills
- Word Meanings
- Comprehension
- Research Skills
- Dictionary Skills
- Writing Skills - Composition
- Writing Skills - Penmanship
- Writing Skills - Capitalization
- Writing Skills - Punctuation
- Listening Skills
- Speaking Skills

By May a series of tests will be developed to check each skill at each reading level. The results of the tests will determine placement on the Andover Reading Levels Program.

Individualized Reading

Money set aside for Title III was used to extend the Individualized Reading Program in all elementary schools. Teachers requested skill materials, trade books and bookcases. Additional materials were selected through the cooperative efforts of Mrs. Annetta Freedman, Director of Libraries and Miss Anita Charpentier, Health Educator.

Mrs. Calderwood, West School Primary Leader, arranged to have bookcases made at the Lawrence Vocational School. Mr. Ernest LaPlante, Carpentry Department Chairman, plans to have them ready for September.

In-Service

Ten classroom teachers, one media specialist and five reading specialists are participating in the Language Arts In-Service Program under my direction.

Their projects include:

1. The development of an integrated beginning reading-writing-spelling program.
2. The development of tests to measure behavioral objectives.
3. The revision of the Individualized Reading Guide.

4. The writing of Comprehension Checks for individualized reading books.

Teaching Machines

In this academic year several new teaching machines have been put into use by the Reading Department. At the Bancroft, Shawsheen and South Schools selected students from Kindergarten through Grade 4 have been given individualized instruction on *The Talking Page*. Students are pretested to determine which of the four levels of the linguistic structure is appropriate for them. Using a book and a record they are given instruction for a 20-minute period. The students must make a written and a verbal response. Post tests are also given to determine the effectiveness of the program.

The Borg Warner System 80 Machine is used by the first and second grades at Doherty School. The programs being used are: Learning Letter Names and Sounds, Reading Words in Context, and Developing Spelling Skills. Students are given a diagnostic pretest on the machine. By placing the test results on the Prescription Key the teacher can provide an instructional prescription for the student. Animal symbols and letter codes aid the pupils in selecting the records and filmstrips he needs.

The pupil or the teacher aide inserts the record and the filmstrip. Pictures or words appear on the television-like screen and the student is asked a question about what he sees. He responds by pressing a button. If he presses the wrong button the question is repeated until he makes the appropriate response. Of the nine lessons in each kit three are review. At that time reteaching is done as needed. Each kit contains a post test. Each lesson takes about fifteen minutes to complete.

More machines will be purchased by the School Department if research confirms their effectiveness.

Machines - Remedial Reading

Extensive use of tape recorders has been made this year by reading specialists. Tapes are used to present or reinforce reading skills, particularly phonetic skills. All of the tapes have been developed by the reading specialists.

At the Bancroft School ten students are able to listen to a taped phonics lesson. Through the use of the Audio Teaching System (Electronic Futures, Inc.) a teacher or aide is able to monitor each child's response.

The Controlled Reader is used in the remedial reading program to check comprehension skills and to increase reading speed. Since the remedial program is highly individualized, the controlled readers are used by one student at a time.

The Reading Specialists' Role

There are five overlapping areas of responsibility. First, the specialist selects through appropriate testing techniques those children who would benefit from individualized small group instruction. A detailed diagnostic profile sheet and program of planned instruction for each child is prepared and submitted for approval to the reading supervisor. Second, the reading specialist acts as a liason between the reading supervisor and the classroom teacher in the reporting of the progress of each child in the developmental program. In addition, the specialists may be asked to demonstrate techniques of giving, correcting, and evaluating new system-wide tests.

Third, the supervisor and specialists have assumed the major responsibility for the development of curriculum guides in the language arts. Fourth, the specialist is a coordinator between the classroom teacher and the Learning Disability Program in the selection of appropriate classroom materials. Fifth, as a consultant to the elementary teachers K-6, the reading specialists provide, whenever possible, various diagnostic testing

materials; evaluate the results as a basis for establishing reading and language groupings within the class or grade level; and help to select the appropriate reading and language materials to meet both group and individual needs.

The Learning Disability Program

The Learning Disability Program under the supervision of Pamela Kvilekval has a staff of 15 part time tutors (equivalent to 6 full time tutors) working with 130 children in grades 1 through 9.

All children in the program receive tutoring four or five times per week. Each session is a minimum of 40 minutes. Most children are taught in groups of two or three. A very few are taught alone until they are able to work with other children. Extensive testing determines if a child is eligible for the program and measures the extent of his disability before he begins the program. His progress is again measured during the school year.

Work is being done to sensitize an ever increasing number of teachers to this problem. It is often the classroom teacher who is the first to identify the child as a possible Learning Disability case.

An In-Service course is being given, "Teaching The Learning Disability Child in The Classroom". Thirteen teachers K-12 are learning means to prevent and remediate learning difficulties.

Children in the Learning Disability Program are eligible to receive "Talking Books", free of charge under a federal grant. This year fourteen Junior High students took advantage of this opportunity to enjoy recorded literature that is as yet beyond their reading level.



In Memoriam

On December 10, 1970, one of Andover's most popular policemen, Roy A. Russell, passed away. Everyone in Town knew and loved Roy. His friends were countless and he knew them all by name.

Roy served on the School Committee from 1954 to 1960, and as its Chairman from 1956 to 1960. He loved children and he loved life. His kind, friendly manner and dedication to the Town and School will live on in our memories.

IN APPRECIATION

When William A. Doherty retired from the Andover School Committee in March, the School Committee, the School System and the entire Community experienced the loss of one of its most valuable and dedicated people.

"Bill" served on the School Committee for thirty-nine years, missing only one meeting. Because of his record of service, honor and recognition have come to Andover. Bill's work on the School Committee, particularly in the area of buildings and grounds, will long be remembered. One of his "great loves" was the High School Girls' Band. Wherever the Band was, so was Bill, band-aids and all! He had great enthusiasm, and a completely unselfish desire to expend his energies to further the cause of excellence in education.

We will never forget you, Bill! Good luck to you on your retirement!

IN APPRECIATION

We acknowledge with great appreciation the dedicated service rendered by Miss Catherine M. Barrett, who retired during the past year.

From September 1924 to July 31, 1970, Catherine served countless numbers of teachers and children in the Andover School System. To know Catherine is to know love, understanding, cooperation, friendliness and human compassion. The contributions she has made during the years she was with us have been imprinted on the quality and characters of the children of Andover.

May you find contentment in everything you do, Catherine, and may all you have given to others be returned to you threefold. We pray the years ahead will be blessed with peace and joy and happiness.

**THE ONE-HUNDRED ELEVENTH COMMENCEMENT EXERCISES
OF THE ANDOVER HIGH SCHOOL, ANDOVER, MASS.**

FRIDAY, JUNE 5, 1970

Program

PROCESSIONAL — “Priests’ March” from <i>Athalia</i>	Mendelssohn
Orchestra	
PRAYER	Rev. Everett J. Bodge Pastor, South Church Trustee of the Punchard Free School
SALUTE TO THE FLAG	Edwin Tyler McEvoy
“THE STAR SPANGLED BANNER”	Key
Orchestra	
MUSIC — “Nation’s Creed”	Williams
A Cappella Choir	
PRESENTATION OF THEME — “Individuality”	Karen Louise Moss
ESSAY — “Individuality - - and the forces that threaten it”	David M. Johnson
MUSIC — “If I Had Wings”	Yarrow and Yardley Michael Dundon Roth and Barry Steven Kleider
PRESENTATION OF SCHOLARSHIPS	Dr. Kenneth R. Seifert Superintendent of Schools
ESSAY — “Individuality - - and the need to retain it	Christine Louise Palmer
READING — selections from <i>The Art of Loving</i>	Fromm Karen Louise Moss
MUSIC — “Praise Ye The Lord”	Hovaness
Senior Members of A Cappella Choir	
PRESENTATION OF GRADUATES TO THE SCHOOL COMMITTEE	Philip F. Wormwood Principal, Andover High School
ADDRESS TO GRADUATES	Dr. Richard A. Katz Chairman, School Committee
PRESENTATION OF DIPLOMAS	Mrs. R. Milton Cole Dr. Daniel Frishman Mr. Francis J. Hill, Jr. Mr. William F. King Members of School Committee
BENEDICTION	Rabbi Harry A. Roth Temple Emanuel
RECESSIONAL — “Pomp and Circumstance”	Elgar
Orchestra	

— Graduating Class of 1970 —

- | | |
|--------------------------------|----------------------------|
| Thomas William Adams | †Michele Jane Chenevert |
| Nancy Lee Allard | Candace Catherine Child |
| Sarah Margaret Allen | Ann Dilworth Childs |
| Georgia Lou Anderson | *†Karen Leslie Christie |
| Henry Steere Anthony, III | Adena Theresa Cicione |
| *†Margaret Melissa Arnold | Katharine Clift |
| Sara Dorothy Arrand | William Stuart Cohen |
| Thomas Cliffe Arrand | *†Lemaitre George Colaneri |
| Deborah Ann Auchterlonie | Gary Edward Cole |
| Annmarie Babicki | Mark William Collins |
| *†George Philip Bancroft | Nancy Carrol Collins |
| Weir Edwin Barnwell | Linda Ann Colombosian |
| William Miles Barrett | Thomas Eugene Conlon |
| *†Debra Jean Beaulieu | Ann Terese Cook |
| Raymond George Bedell | Eileen Annette Cook |
| *Elaine Barbara Bennett | Marguerite Ann Cookson |
| Maybelle Ann Benson | *†Stephen Lyons Cooper |
| Rodney Paul Bentley | Richard Emile Cormier |
| Michael Norman Bernardin | Elaine Mary Cosman |
| Jane Marie Berthel | James Anthony Craddock |
| Guy Laurent Joseph Bibeau, Jr. | Barry Vaughn Cratty |
| Leslie Ann Birdsall | *†Janet Elizabeth Cromie |
| Ann Elizabeth Black | Claudia Elizabeth Cronin |
| Beverly Anne Black | Linda Lee Crotch |
| Craig Taylor Bliss | Christopher John Crowley |
| *†Gail Rae Blumberg | Frances Ellen Cunningham |
| Christopher Philip Bodge | Deborah Anne Curdo |
| Lawrence Everett Bodge | Pamela Jane Darby |
| George Samuel Borrelli, II | Neil Chandler Davis |
| John Jeffrey Boshar | Peter Everett Dearborn |
| John Francis Bovenzi, Jr. | *†Rita Marie DeBolt |
| Libby Lee Boyer | Van Byron Debose |
| Ronald Marino Bresciani | Karen Marie DeGregorio |
| *Gary Philip Briggs | *†Richard Arthur Delaney |
| Nancy Jane Brisick | Dianne Louise Demers |
| Darrell Walter Britton, Jr. | Leo Maurice Demers |
| Marsha Lee Bronson | Claudia Dengler |
| Calvin Douglas Brown | Mark William Dennett |
| Gary Martin Buchan | Cynthia Ellen Dennison |
| Robert Cabral | Angela Theresa DeQuattro |
| Douglas Scott Cairnie | Susan Stella DeQuattro |
| Susan Jane Caldwell | Judith Eleanor DeRoche |
| William Edward Canane | Nancy Alice Dery |
| Gary James Cassidy | Bruce Alan Desmet |
| Kathy Lou Cesolini | *†Dianne DesRoches |
| Robert Bruce Chapel | Edward Thomas Deyermond |
| *†Christine Ann Chapman | *Daniel Wesley Diggs |

Nancy Jean Diodati
 Christine Dixon
 Christopher Sean Doherty
 Elaine Marie Donovan
 *†Kathleen Downs
 †Bonnie Ellen Doyle
 †Denise Joanne Drazy
 Sandra Christina Dreher
 Arthur Raymond Dufault
 Stephen Paul Duffy
 Karen Ann Dufresne
 David Durgerian
 Thomas D'Urso
 Terrylee Dustin
 *†Susan Elizabeth Dye
 *†Daniel Michael Earley
 Linda Von Eggers
 Robin Ann Eldridge
 †James Peter Ellis
 Joseph Stephen Ellis
 Mary Frances Feehily
 James Edward Feinberg
 Richard Mark Feinberg
 Robert Caron Ferrier
 Mary Arlene Finn
 Barbara Anne Fisk
 Clinton Eastman Forrest
 Robert Edward Fraize
 Timothy Fuller
 Diane Marie Gaudet
 †Robert Giata
 Richard Lincoln Giles
 Sandra Marie Gilman
 Lori Anne Glines
 Thomas Gillett Goodwin
 Jan Franklin Gottesfeld
 Douglas Robert Grange
 Karen Arlene Gravell
 *Brenda Gray
 Cindy Hope Greenbaum
 *Frank Bruce Greenberg
 Ronald Groezinger
 Donna Sue Gulezian
 Bruce John Hagman
 Gary Ernest Hall
 Douglas Scott Hamilton
 Armand Joseph Hamman
 Catherine Ann Hanley
 Timothy Daniel Harding
 Joseph Harry Harnden

Janet Estelle Harris
 Timothy Parfitt Hatch
 Barbara Ann Hawley
 *†Marilyn Frances Haykal
 Richard Hefner
 Linda Joyce Herron
 Paul Donald Hill
 Thomas Scott Hill
 *†Elizabeth - Ellen Hills
 Judith Hilton
 Peter James Hixon
 Mark Otto Hockmeyer
 Cynthia Joan Hoffman
 Marlene Marie Houde
 Beverly Ann Houhoulis
 Paul Christian Howe
 James William Igoe
 Kent Barnet Issenberg
 Helen Catharina Itz
 Donald James Jarek
 *†David Manville Johnson
 William Charles Johnson
 Christine Mary Jones
 Charles Bruce Joy
 Dennis Louis Kardos
 Timothy Edmund Kenney
 Suzanne Kirk
 Barry Steven Kleider
 Edward Mark Klempa, Jr.
 Warren David Knipe, Jr.
 Ronald Webster Knott
 Laszlo Kun
 *†Elizabeth Louise Kyger
 Deborah Jeanne Lancaster
 Richard Lane
 Leanna Marie Lanktree
 Kathleen Nancy Lauder
 Denise Christine Lavelly
 Sarah Jane Lavin
 Debra Ann Lawson
 James Arnold Lebow
 Suzanne Lee
 Peter Michael Legros
 Eric John LeRoy
 *†Carl Edward Levick
 Geoffrey Howard Lewis
 Mary Lynn Lewis
 *James Joseph L'Italien
 Deborah Karen Lloyd
 Steven Walter Lloyd

- Robert Alan Loffredo
Linda Jane Look
John Patrick Loosigian
Paula Jane Lucier
Steven Frank Luken
Mary Frances Lundergan
Jeffrey Lawrence Lyman
Jeffrey Charles MacBride
Cheryl Lynn MacDonald
Charles Alan MacInnes
Scott Arthur Mackay
Candace Holland Maher
Elizabeth Helen Malyn
Jeffrey Phillip Manning
Andrea Louise Markham
Russell George Marotta
Virgil David Marson
Robert Shawn Mason
Todd Gregory Mathieson
† Gary Wendell Mattheson
Richard Stephen McAtamney
Michael Joseph McCann
James John McCarron
*† Beverly McDonald
Edwin Tyler McEvoy
Robert Davidson McKinnon
*Antoinette Lee Medici
*† Joyce Ernestine Milligan
Carol Jean Moodie
William Edward Moriarty, Jr.
Nicholas John Morin
Karen Louise Moss
Richard Robert Muller
Richard Edward Mullett
Robert Anderson Murabito
Christine Marie Murphy
Mark Edward Murphy
Thomas Barrett Murphy
Mark Harold Nadler
Kristen J. Nelson
Deborah Anne Newhouse
Susan Leslie Norton
Adele Domina Noury
*† Beth Anne Ober
Joseph Edward O'Brien
Marilyn O'Leary
Ann Mary O'Reilly
Kristine Jane Ormson
Philip Austin Owen
Richard Philip Packard
*† Christine Louise Palmer
Susan Frances Parker
Thomas Cosimo Parolisi
Donald Hector Patullo
*Donald Paul Peck
*† Kevin Vincent Pelletier
† Jane Elizabeth Perdue
Charles Edward Pfaff
Stephen Earle Piercy
Brenda Louise Piskadlo
*Eliseo Pitty
Donna Louise Poland
Roxanne Poland
William Joseph Poleatewich
Paula Maria Ponti
*Patricia Marie Poremba
*† Gail Porter
Christine Lillian Poschen
David Edward Powers
Nancy Jane Pucci
Lynda Gail Raye
Rita Doris Raymond
David Paul Reilly
Barbara Lee Roman
Rhonda Sue Rosenberg
Kenneth Gary Rosenblatt
Michael Dundon Roth
*† David Cornish Roulston
Kenneth Arthur Rousselle
Ellis Bernard Rowe
William Calvin Rushforth
Stephen Born Rutter
*† Marilyn Sabbagh
Donna Jeanne St. Germain
Leslee Grace St. Jean
Joseph Paul Santarlasci
Gina Carol Savinelli
Pamela Adeline Scherer
Jeffrey Emil Schirner
Karen Sue Schneider
Neal Seth Schwartz
*Harry Earl Scott
Michael J. Seeche
Richard Lloyd Seikunas
Carleton Nowell Selfridge
Steven David Shapiro
*† Leon Edward Sharpe
Kathleen Marie Shea
William Joseph Shea
Jane Ellen Shepherd

Lois Ruth Sherman
 *Peggy Anne Shugg
 *Lynda Paula Siegel
 David John Silva
 *†Nina Frances Simonds
 Edward Francis Simpson
 Alan Harry Siskind
 Kerry Gail Skinner
 Ilene Natalie Slarskey
 William James Slombo
 Gerard Francis Smith
 Henry R. Sosnowski
 Janet Gail Sosnowski
 †Jean Elizabeth Spencer
 John Joseph Spires, Jr.
 Lee Allen Squibb
 Ronald William Stanton
 Peter Campbell Stott
 Ellen Marie Sullivan
 *Jeane Marie Sullivan
 Kathleen Cullen Sweeney
 Nancy Ellen Sweeney
 Kathleen Laura Tarbox
 *†Robert Daniel Tasillo
 Stephen Thomas Tetreault
 Pamela Mary Therrien
 Sharon Marie Thompson

John David Thomson
 Scott Spinney Thomson
 Peter Wells Thornton
 Robert Gordon Tobin
 David Alvin Towne
 Gary Andrew Townsend
 Jeri Faith Traub
 Stephen Gary Traub
 Emile Joseph Tremblay, Jr.
 Debora Ann Troisi
 Susan Tropeano
 Willa Joyce Tsepas
 †Regon Unsoeld
 Cathy Copeland Urquhart
 Diane Vergados
 James Vurgaropulos
 *†Barbara Helene Wacholder
 Robert William Waldie
 Edward Baker Walsh, Jr.
 Joyce Nancy Watson
 Marilyn Louise White
 Lloyd Alan Whitney
 Robert Steven Whitton
 Kathleen Jeanne Wile
 Paula Winters
 *Sally Louise Wood
 Timothy Wright

* Members of National Honor Society
 † Graduating with honors

Post Comites

Beverly Joyce Demers
 David Richard Kelley
 Craig Robert Thomas

AWARDS FOR ANDOVER HIGH SCHOOL GRADUATION

AWARDS ASSEMBLY

May 12, 1970

Daughters of the American Revolution Award
for Good Citizenship (Outstanding Character) from
the Senior Class:

DEPENDABILITY	Which includes truthfulness, loyalty, punctuality.
SERVICE	Co-operation, courtesy, con- sideration of others.
LEADERSHIP	Personality, self-control, a- bility to assume responsibil- ity.
PATRIOTISM	Unselfish interest in family, school, community and na- tion. Elizabeth Kyger

Student Government Day Award (In recogni-
tion of participation in Student Government Day
at State House in Boston.)

Paul Howe

The American Legion Post Prize for Excellence
in the study of the Constitution of the United States.

\$8.00 awarded to James Hartrich

Three prizes were given by the Spanish Club

For Excellence in Spanish III and Spanish Club
activities.

Barbara Wacholder — \$50.00

For Excellence in Spanish II

Antoinette Medici — \$25.00

For Excellence in Spanish II

Claudia Cronin — \$25.00

Excellence in French III

Margaret Arnold

Excellence in French IV

Stephen Cooper

Excellence in French V

David Johnson

Christine Chapman

The following Art Awards are given to the mem-
bers of the Senior Class who have excelled in Art
for two or three years and who are planning to
continue their Art Education:

ART:

Donna St. Germain

Calvin Brown

Elaine Bennett

Linda Herron

Bonnie Doyle

CRAFTS:

Russell Marotta

Dianne DesRoches

Ilene Slarskey

Bonnie Doyle

Karen Gravell

Gutterson Botany Award

\$15.00 award to Gary Marique

Harold R. Rafton Conservation Award

Eric Pfeil

Garden Club Conservation Award

Thomas Froburg

Science Certificate of Merit

James Craddock

LIBRARY RECOGNITION:

Maybelle Benson

Rosemary Elder

Tom Froburg

Linda Fuller

Debra Lawson

William Paterson

Donna Poland

Sharon Poulin

Jane Shepherd

Peggy Shugg

Robert Roulston

An award by the Andover Consumers Co-opera-
tive, Inc. to the girl in the Senior Class who has
shown the greatest improvement in Home Eco-
nomics.

\$50.00 awarded to Judith DeRoche

An Award given in memory of Mary S. Angus
to the boy or girl in the Senior Class who has
shown the greatest improvement in Industrial
Arts.

\$12.50 awarded to Robert Giata

\$12.50 awarded to Robert Cabral

Golden Hammer Award given annually by the
Industrial Arts teachers to the outstanding stu-
dent in Industrial Arts.

Robert Giata

Mathematics Awards

For the highest school score in the national competition conducted by the Mathematical Association of America:

Award Pin - Richard Hartman

Two Prizes for improvement in Mathematics during the year to be given to the members of the Senior Class in memory of Mrs. Mary (Findley) Edmands, Punchard High School, Class of 1904 and her son Lt. Commander Allan C. Edmands, Punchard High School, 1929 and U.S. Naval Academy, 1935.

First Prize - \$15.00 awarded to Scott Thompson

Second Prize - \$10.00 awarded to Diane Gaudet

Departmental Awards:

CRC Mathematical Tables for the student in each class that the department members feel are good students and who will one day enter into the field of mathematics or some closely related field:

Senior — David Johnson

Junior — Peter Leitch

Sophomore — Robert Roulston

Mathematics League Awards:

A certificate award for being the leading point accumulator on our team and also for being the leading sophomore.

Betsy Longendorfer

A certificate for being the leading senior point accumulator:

George Bancroft

Certificates for Office Helpers:

SENIORS:

Beverly Blake

Linda Crotch

Pamela Darby

Kathleen Downs

Kathleen Lauder

JUNIORS:

Barbara Connolly

Andrea Crowe

Katherine Krauss

Margaret Murphy

Elizabeth Neilson

Kathleen Pace

Margaret Romeo

Tina Tsepas

Patricia Valentine

BULLETIN BOARD HELPERS:

Audrey Coulthard

Joy Fogg

Beverly Moore

Jeanne Wormwood

Plaque: McArdle Award for excellence in music in honor of Miriam Sweeney McArdle, devoted Director of Music in Andover from 1926-1966.

Marilyn Haykal

Andover Teachers Association Prize

for excellence in Choral Music

\$5.00 awarded to Susan Parker

for excellence in Instrumental Music

\$5.00 awarded to William Rushford

Andover Male Choir Prizes for Excellence in Choral Music.

\$10.00 awarded to Harry Scott

\$10.00 awarded to Thomas Goodwin

\$10.00 awarded to Douglas Hamilton

\$10.00 awarded to Andrea Markham

\$10.00 awarded to Adele Noury

\$10.00 awarded to Patricia Poremba

The Miriam Sweeney McArdle Music Award for the most outstanding musician in the graduating class.

\$10.00 awarded to Marilyn Haykal

Andover High School Music Department Prize for Excellence in Choral Music.

\$10.00 awarded to Lawrence Bodge

\$10.00 awarded to Lori Glines

\$ 5.00 awarded to Peter Dearborn

Andover High School Music Department Prize for excellence in Instrumental Music.

\$10.00 awarded to Jean Spencer

\$10.00 awarded to Ellen Sullivan

\$ 5.00 awarded to Lynn Lewis

Instrumental and Vocal Awards

(Mr. Beavan Swiss Music Boxes)

Kathleen Downs

Marilyn Haykal

Band Parents Association Prizes for Excellence in Band Music.

\$15.00 awarded to Barry Cratty

\$15.00 awarded to Georgia Anderson

\$15.00 awarded to Janet Cromie

\$15.00 awarded to Pamela Darby

\$15.00 awarded to Donna Gulezian

\$15.00 awarded to Carl Levick

\$15.00 awarded to Joyce Milligan

\$15.00 awarded to David Reilly

\$15.00 awarded to David Roulston

\$15.00 awarded to Neal Schwartz

Instrumental — Band and Orchestra members

Awards: (Key Chains)

Georgia Anderson
Lynn Lewis
David C. Roulston
William Rushforth
Janet Cromie
Jean Spencer
Neal Schwartz
Marilyn Haykal
Donna Gulezian
Joyce Milligan
Ellen Sullivan
Barry Cratty

Choral Awards — (Key Chains)

Georgia Anderson
Ann Black
Lawrence Bodge
Douglas Cairnie
Nancy Collins
Peter Dearborn
Susan DeQuattro
Elaine Donovan
Linda Eggers
Richard Giles
Lori Glines
Thomas Goodwin
Karen Gravell
Douglas Hamilton
Janet Harris
Paul Hill
Thomas Hill
Sarah Lavin
Mary Lundergan
Andrea Markham
Adele Noury
Susan Parker
Patricia Poremba
Harry Scott
Edward Simpson
Kathleen Sweeney
Stephen Tetreault

Band Members — (Key Chains)

Ann Marie Babicki
Jane Berthel
Susan Caldwell
Pamela Darby
Cathy Downs

Angela DeQuattro
Katherine Clift
Elaine Donovan
Brenda Gray
Beverly Houhoulis
Barbara Fisk
Sue Norton
Donna St. Germain
Kathleen Sweeney
Paula Winters
Leslie St. Jean
Carl Levick
David Reilly
Stephen Tetrault

Plaque: William A. Doherty Award for outstanding contribution to Music Education.

Douglas Hamilton

Barnard Essay Contest Winners are:

1st Prize — \$15.00 awarded to Michele Gonya

2nd Prize — \$10.00 awarded to Dian eSteen

3rd Prize — \$7.50 awarded to Katherine Hanst

3rd Prize—\$7.50 awarded to Mary Lou Caffrey

The Conroy Prize for the best extemporaneous essay by a Senior given by the late Dr. Edward C. Conroy, former Chairman of the School Committee.

\$12.00 awarded to Christine Palmer

Varsity Achievement Awards

Van Debose
Leon Sharpe
Richard Muller
Paul Howe
David Towne
Richard Seikunas

Frances Collins Award—Highest number of points under GAA point system.

Karen Moss

Gail Forsythe Award — Active participant in extra curricular activities pertaining to Physical Education program and has been a loyal booster of girls' sports program.

Linda Raye

Eugene V. Lovely Awards for Excellence in Physical Education.

Girl - Elizabeth Hills

Boy - Clinton Forrest

The Charles A. Gregory Award for 1970

Peter Ellis

ANDOVER HIGH SCHOOL SCHOLARSHIP AWARDS

The Hinchcliffe Scholarship, through the Trustees of the Punchard Free School, awarded to two deserving students of the graduating class who have received diplomas and are anxious to pursue their studies in a higher institution of learning or in a professional school.

\$360.00 awarded to Margaret Arnold

\$360.00 awarded to David Johnson

The Draper, Bell, Chapin and Gutterson Scholarship, through the Trustees of the Punchard Free School, awarded to a deserving student of the graduating class who is anxious to pursue his or her studies in a higher institution of learning.

\$300.00 awarded to Susan Dye

The Andover Service Men's Fund Scholarship, awarded to six members of the graduating class whose father or mother served in any military unit from Andover.

\$200.00 awarded to Annmarie Babicki

\$200.00 awarded to Lori Glines

\$200.00 awarded to Beverly McDonald

\$200.00 awarded to Patricia Poremba

\$200.00 awarded to Marilyn White

\$100.00 awarded to Paula Winters

The Andover Boosters' Club Scholarships awarded to three students who have shown worthy qualities of leadership and character and a satisfactory academic record, selected by members of the Booster's Club.

\$500.00 awarded to Shawn Mason

\$500.00 awarded to Tyler McEvoy

\$500.00 awarded to Karen Moss

The Varsity Club Warren C. Deyermond Memorial Scholarship, awarded to a deserving member of the Varsity Club.

\$300.00 awarded to Richard Muller

The Shawsheen Village Women's Club Scholarships to two deserving high school seniors who plan to further their education.

\$200.00 awarded to Kathleen Lauder

\$200.00 awarded to William Rushforth

The Andover Education Association Memorial Scholarship in memory of Mervin E. Stevens, awarded to a graduating senior who is planning to further his or her education for a teaching career.

\$200.00 awarded to Kathleen Downs

The Andover Education Association Memorial Scholarship in memory of Mary E. G. Burke,

awarded to a graduating senior who is planning to further his or her education for a teaching career.

\$200.00 awarded to Kathleen Shea

The Andover Education Association Memorial Scholarship in memory of Bernard M. Kellmurray, awarded to a graduating senior who is planning to further his or her education for a teaching career.

\$200.00 awarded to Beth Ober

The Nathan C. Hamblin Memorial Scholarship Award, given by the Punchard High School Alumni Association, to be awarded by the Scholarship Committee, based on need, scholarship and school citizenship.

\$250.00 awarded to Elizabeth-Ellen Hills

The National Honor Society of Andover High School Scholarship given to a deserving member of the senior class, preference to an active member.

\$150.00 awarded to Joyce Milligan

The Andover Council of Knights of Columbus Scholarship, awarded to a boy who has shown achievement in scholarship.

\$100.00 awarded to Thomas Arrand

The Andonna Society Scholarships, awarded to two Andover High School graduates who indicate a definite talent or ability, who show financial need, and whose character, scholarship ability and grades indicate the desire and ability to further their education.

\$1,000.00 awarded to James McCarron

\$1,000.00 awarded to Kevin Pelletier

The Andover High School Service Club Scholarship, given in memory of Roger Whitcomb who continuously gave of his time and energy for the Service Club and its members.

\$50.00 awarded to Marguerite Cookson

The Andover High School Future Teachers of America Scholarships, awarded to members of the graduating class who have intentions of entering the educational field.

\$100.00 awarded to Christine Chapman

\$100.00 awarded to Brenda Gray

\$100.00 awarded to Marilyn Sabbagh

The Andover High School Student Council Scholarship to a boy or girl who has not only achieved a "B" average in academic subjects, but who has also had an excellent citizenship record.

\$100.00 awarded to Gary Briggs

The Andover Male Choir Memorial Scholarships, awarded to senior music students who will continue active participation in Music as they further their education beyond high school.

\$100.00 awarded to Georgia Anderson

\$100.00 awarded to Nancy Collins

The Avco Missile Systems Division Scholarship to be awarded to a graduating senior who desires to pursue a course of higher education in the technical sciences and who has demonstrated financial need and proven scholastic achievement.

\$400.00 awarded to Carl Levick

The DeMoulas Foundation Scholarship to be awarded to a graduating senior who is planning to further his education, who has a high scholastic standing, and who shows financial need.

\$250.00 awarded to David Roulston

The Andover High School Yearbook Scholarships, awarded to two deserving members of the senior class.

\$350.00 awarded to Richard Delaney

\$350.00 awarded to Donna Gulezian

The West Andover Community Association Scholarships, to be awarded to two members of the graduating class who show qualities of leadership, ability or talent, and need.

\$500.00 awarded to Thomas Conlon

\$500.00 awarded to Christine Palmer

The Edward I. Erickson Scholarship, awarded to a student of fine character and high moral qualities, and who has accepted his responsibilities cheerfully.

\$150.00 awarded to Charles Joy

The Fred L. Collins Memorial Scholarship, given by members of the Andover Public School Custodians' Association to a deserving member of the senior class who is planning to further his or her education.

\$25.00 awarded to Claudia Cronin

The Andover High School Custodians' Scholarship, made possible through the efforts of the high school custodial staff, awarded to deserving members of the senior class.

\$100.00 awarded to Claudia Cronin

\$100.00 awarded to Cathy Urquhart

The November Club Esther B. Smith Art Scholarship award for outstanding work in the Creative Art Course at Andover High School.

\$500.00 awarded to Calvin Brown

The Student Activity Center of Andover High

School Scholarship, awarded to a boy or girl who has shown an interest in Music and in Andover High School.

\$125.00 awarded to Marilyn Haykal

The Mary VerPlanck Memorial Scholarship given by the parents of the late Mary VerPlanck in memory of their daughter, a member of the graduating class, who lost her life on November 7, 1969.

\$500.00 awarded to Ann O'Reilly

ANDOVER WEST JUNIOR HIGH SCHOOL 1970 AWARDS

HONOR AWARDS

Presented for outstanding academic achievement. In order to qualify for this award a boy or girl must be placed on the High Honors List for four terms. High Honors are awarded for all "A's" with one "B" permitted.

Cathlyn Hill

Mary Jane Kenrich

William Hixon

James Whitney

PRINCIPAL'S AWARD

To that student, who, in the opinion of the Principal, as a result of personal contact and observation is that type of individual who meets the highest personal standards set by the school.

Mary Jane Kenrich

Deborah Towne

Joseph Pennick

V.F.W. POST 2128

Given to that girl and to that boy who have shown the highest qualities of loyalty and Americanism. Given in Memory of PFC Alexander S. Waldie who died in service in World War II and in memory of all deceased members of the V.F.W. Post.

Nancy Hood

William Hixon

D.A.R. MEDALS OF CITIZENSHIP

Virginia Hall

Richard Robertson

JOHN GRECOE AWARD

For Athletics, Scholarship, Posture, Habits, Health and Sportsmanship.

Deborah Chlebowsky

David Sweetser

Peter Dion

MIRIAM McARDLE AWARD

For Excellence in Music.

Mark McGrath

FACULTY AWARD

Presented to that student who in the opinion of the faculty has shown continuous improvement in all aspects of school life.

Diane Raymond

Joseph Tisbert

ANDOVER EAST JUNIOR HIGH SCHOOL
NINTH GRADE FINAL ASSEMBLY

JUNE 16, 1970

Program

PROCESSIONAL		School Band
“PLEDGE OF ALLEGIANCE”	led by	Robert Farnham Class President
WELCOME		Deborah Furey Class Treasurer
“What Shapes Our Lives?”	Country School Home	Randy Gross Paul Leigh Robin Jacobson
THE BELL RINGERS	led by	Mr. Edward Grigoli
PRESENTATION OF PRIZES AND AWARDS		
GRECOE AWARDS		Laurie Moulton Jeffrey Alexander
L. EVELYN PARKER AWARD		Anders Bro
FOREIGN LANGUAGE AWARDS	French Latin Spanish	Arlene Elowe Betsy Young Steven Miller Jane Caswell
V.F.W. AWARDS, POST 2128		Arlene Elowe Kevin Dewhurst
D.A.R. MEDALS		Betsy Young Jeffrey Mower
ADDITIONAL AWARDS	Science Reading Current Events	Nancy Sagaser John VanSchalkwyk Daniel Ford
HONOR STUDENTS		
PRINCIPAL’S AWARD		Meredith Moody
HIGH HONOR AWARDS		Nancy Anderson Nancy Sagaser Pauline Schadlick
ORIGINAL PIANO CONCERTO		Mark Johnson
PRESENTATION OF CLASS GIFT		Robert Farnham
CHORALE FINALE FROM 9th SYMPHONY”	Beethoven	
CHORAL SOCIETY		
PRESENTATION OF 1970 CLASS TO MR. WORMWOOD		Mrs. Partridge
“STAR SPANGLED BANNER”	Francis Scott Key	
		Ninth Grade Class and Audience
RECESSIONAL		School Band

FACULTY

Andover High School

NAME	EDUCATION	ELECTED
Philip F. Wormwood, A.B., Ed.M. Principal	Tufts University	1950
Charles Q. Adams, A.B., A.M. Assistant Principal	Boston College Harvard Grad. School Arts & Sciences	1962
Benjamin F. Dimlich, B.S., Ed.M. Assistant Principal	Bates College Tufts University	1936
Louis E. Annese, A.B., Ed.M. English	Boston University Boston State College	1964
Richard J. Bourdelais, B.S. Physical Education	University of Mass.	1968
John J. Boyle, B.S. English	Salem State College	1962
Michael J. Byrne, B.A. Latin, Russian	Syracuse University	1969
Patsy J. Cambria, B.S., M.Ed. Mathematics	Merrimack College Boston State College	1967
James W. Carroll, B.S. in Ed., M.Ed. Head of Industrial Arts	Boston State College Northeastern University	1965
Robert F. Carroll, B.S. in Ed. Industrial Arts	Boston State College	1968
Maurice A. Castonguay, B.S. Science	New York University	1970
Patricia S. Colella, B.A., M.A. English	Lowell State College Northeastern University	1970
Richard J. Collins, A.B., M.A. History	Dartmouth College University of Rhode Island	1959
Mary A. Conroy, B.A. English	Merrimack College	1968
John J. Curtin, B.A., M.Ed. History	Merrimack College Salem State College	1965
G. Arthur Danforth, A.B., M.Ed. Science Department Head	St. Anselm's College Salem State College	1949
Jeanne T. Danforth, B.S. in Ed. Business Education	Salem State College	1965
Elwyn N. Davis, B.S., M.Ed. Biology	University of New Hampshire Worcester State College	1967
Marion M. Davis, A.B. Home Economics & Health	University of New Hampshire	1969
William H. Deacon, B.S., M.S. Anat. and Physiology	University of Massachusetts (On Leave of Absence, 1970/71)	1965
Prudence C. Dearborn, B.A., M.S. Librarian	London University Simmons College	1970
Gerard A. Desjardins, B.S., M.A. French	University of New Hampshire Middlebury College	1969
Robert A. Doyle, B.S., M.S. Ed. Mathematics	Boston College Rivier College	1966

William C. Drummond, B.S., M.A. Mathematics	John Carroll University Boston College	1969
Agnes V. Dugan, B.S. in Ed. Business Education Department Head	Boston University	1932
Richard M. Evans, B.A. English	Merrimack College	1968
Margaret M. Fenton, A.B., M.A. English	Wheaton College Northeastern University	1970
Maureen Fitzgerald, B.A., M.A. French	Emmanuel College Sorbonne	1968
Alice Gifford, B.A. French (part time)	McGill University	1970
Dorothy M. Goclowski, B.A. Spanish	University of Mass.	1965
Gerald Grasso, B.S., Ed.M. Science	Lowell State College Salem State College	1969
Alison C. Guess, B.A. French	University of California	1968
Hattie W. Hannigen, A.B., M.Ed. English	Colby College Boston University	1958
Edwin W. Hawkes Industrial Arts	Maine Technical Institute	Substitute
Sandra P. Hawkes, B.A. English	University of Vermont	1965
Louise A. Hayes, B.S., M.A. English	Salem State College Boston College	1963
Janet L. Hill, B.A. Physical Education	Lebanon Valley College	1968
Owen C. Hinckley, B.S., M. Ed. Driver Education	University of New Hampshire Lowell State College	1945
Wilbur G. Hixon, Jr., B.E., M.Ed. Head of History Department	Plymouth Teachers College	1959
Carol J. Hoag, B.A., M.A. English	Boston University Northeastern University	1970
Paul A. Hopkins, B.S., M.Ed. Biology and Anatomy	Boston College Harvard University	1953
Maryanne C. Johnson, B.A. English	Rivier College	1968
Francis W. Kennedy, Jr., B.S., M. Ed. Chemistry	Brown University Salem State College	1964
Nancy M. Koester, B.S., M.Ed. Librarian	University of New Hampshire Boston University	1970
Jerome F. Lake, B.S., Ed.M. Biology	Cornell University Salem State College	1969
Bradford K. Lawson, B.S. Industrial Arts	Fitchburg State College	1969
Robert F. Lawson, B.S. in Ed. Mathematics	University of Maine	1968
Keng-Jen Lee, B.Ed., M. of P.E. Physical Education	Taiwan Normal Univ. (National) China Springfield College	1967
Marie-Therese Marzullo, B.S., M.A. English Department Head	Fordham University St. John's University	1969

Judith L. Mayland, B.A., M.A. Spanish	Dana College University of New Mexico	1970
John W. McCusker, B.A., M.Ed. History	University of Virginia	1967
Marie K. McLaughlin, B.A., M.Ed. Guidance	Rivier College Boston University	1967
Thomas F. Mofford, A.B. English	Tufts University	1969
Forrest L. Morton, A.B., M.A. History	Tufts University Harvard School of Education	1964
James A. Murphy, B.A., M.Ed. Mathematics Department Head	Holy Cross College Tufts University	1963
Philip E. Nelson, B.A., M.Ed. History	Boston University Northeastern University	1968
Sarah G. O'Brien, B.A., M.A. Spanish	Emmanuel College	1970
Marjorie E. O'Dowd, B.S. in Ed. Business Education	Salem State College	1959
Rachel A. Paquin, B.A. Mathematics	Rivier College	1966
Hartley M. Peakes, B.S., Ed.M. History	University of Maine Northeastern University	1969
T. Albert Perley, B.S., Ed.M. Mathematics	University of Massachusetts Tufts University	1963
Karen H. Perry, B.F.A. Art	Ohio University	1969
Robert B. Perry, B.Ed., M.A. Guidance	Plymouth Teachers College Columbia University	1964
Isabelle M. Phelan, B.S., Ed.M. Guidance	Tufts University Boston University	1955
Frederick C. Polgreen, B.S., M.Ed. History	Springfield College Lowell State College	1963
Peter N. Prince, B.A., M.A. Foreign Language Dept. Head	University of Pittsburg Rivier College	1967
David A. Robichaud, B.A., Ed. M. History	University of New Hampshire Keene Teachers College	1961
Winston C. Ryan, B.A., M.A. Guidance	University of New Hampshire Atlanta University	1968
Jo Ann B. Samra, B.A. Business Education	Notre Dame College	1963
Sally B. Santosuosso, B.F.A. Art	Mass. College of Arts	1967
William Schussell, B.S. Industrial Arts	State Univ. College, Oswego, N.Y.	1970
Eileen M. Shannon, B.A., M.A. Mathematics	Merrimack College Colgate University	1970
Suzanne S. Shaw, B.S. in H.P.E.R. Physical Education	University of Indiana	1968
Sandra Shirock, B.S. Biology	Indiana University	1970
Madeleine K. Simeone, B.S. Home Economics	Framingham Teachers College	1954

Richard L. Swift, B.S. Physical Education	Springfield College	1963
Roger J. Thurber, B.A. French and Spanish	Assumption College	1970
Virginia L. Tribou, B.S., Ed.M. Physical Education	Boston University	1963
Sylvio R. Turcotte, A.B. English	Suffolk University	1969
William F. Vickers, B.A., M.Ed. Mathematics	Amherst College Salem State College	1961
Aristotle Vurgaropulos, B.S., M.S. in Ed. Biology	Boston University Rivier College	1960
V. Douglas Walshe, B.A., M.A. Mathematics	Boston College	1967
David K. Wilkinson, B.S., M.Ed. Physics	Bates College Bridgewater State College	1963
Sharon M. Wilson, B.A. Social Studies	Lowell State College	1970

Andover East Junior High School

Richard F. McGrail, A.B., M.Ed., D.Ed. Principal	St. Anselm's College Boston College	1970
John B. Hughes, A.B., Ed.M. Assistant Principal	Merrimack College Boston State College	1958
Dorothy T. Partridge, A.B. Assistant Principal	Boston University	1956
Ruth H. Adamsky, B.A., M.Ed. Mathematics	University of Buffalo Northeastern University	1969
Peter J. Anderson, B.A. English and Mathematics	Colgate University	1968
Robert W. Bachmann, B.S. Audio Visual Head	Bridgewater State College	1956
Theodore C. Boudreau, B.S., M.Ed. Science	Seton Hall University Boston College	1957
David A. Bourdon, B.S., A.A. Physical Education	Boston University	1970
Elizabeth I. Cahoon, B.A., Ed.M. Guidance	Boston University	1967
Lowell A. Canovitch, B.S., M.Ed. Emotionally Disturbed	Northeastern University Salem State College	1967
Dorothy P. Christopher, B.S. Physical Education	Boston University	1963
Suzanne P. Coates, LLD Foreign Language	Brussels University, Belgium (Sabbatical - 1970 - 1971)	1962
Carolyn E. Colby, B.A. English	Presbyterian College	1970
M. Adelaide Coleman, A.B. English Department Head	Emmanuel College	1957
Emily Lou Danforth, B.S. Home Economics	University of Maine	1963
Raymond N. Danielson, B.S., M.A. Ed. Guidance	University of New Hampshire	1967
Marie T. Dorion, A.B., Ed.M., CAGS French and Science	Boston University	1964

Ralph B. Duncan, B.S. Head of Social Studies	Tufts University	1961
Paul V. Dunlap, B.S., M.Ed. Social Studies	Boston College Salem State College	1960
Patricia J. Dye, B.A., M.A.T. Social Studies	Ohio Wesleyan Salem State College	1969
Ruth A. Fairfield, B.S. Physical Education	Springfield College	1969
Patrick J. Finnigan, A.B., M.Ed. Social Studies	St. Anselm's College Salem State College	1963
Susan J. Fishman, B.S. Art	Hofstra University	1970
Paula K. Gaynor, B.S. Home Economics, (Part Time)	Framingham State College	1967
Alice M. Gifford, B.A. French, (Part Time)	McGill University	1970
Noella Gonzalez, B.A. Spanish	Indiana University	1970
Joan Green, B.S. Mathematics	Rensselaer Polytechnic Inst.	1968
Paula G. Harvey, A.B. English	Framingham State College	1970
Robert E. Hatem, A.B. Head of Science Dept.	Merrimack College	1967
Ellen M. Hayes, B.S. Reading	St. John's University	1970
Frank V. Hekimian, B.S. Science	Tufts University	1970
Sue Ann Hutchinson, A.B. English	University of Miami	1967
Nancy C. Jacobson, A.B., M.S. Librarian	Univ. of California at Berkeley Simmons College	1967
Ann M. Johnson, A.B. French	University of New Hampshire	1969
Robert T. King, B.S., M.Ed. Science	Boston College	1970
Charles A. Labelle, Jr., B.S., M.S. Social Studies	Keene Teachers College Springfield College	1964
Robert R. Lachmeyer, B.F.A., M.F.A. Industrial Arts	Ohio State Oklahoma State	1969
Mary P. Leahy, B.S., M.Ed. Social Studies	Lowell State College Boston State College	1967
Thomas E. Malone, A.B., M.Ed. Mathematics	Northeastern University Boston College	1967
Marilyn I. Mundy, B.A. English	Hood College	1970
Anne M. Murphy, B.S., M.A. Home Economics, (Part Time)	Pratt Institute Columbia Teachers College	1970
Paul S. Ociepka, A.B. Science	Marietta College	1968
Susan R. Ooyevaar, B.A. Art	Indiana University	1970

John L. Powers, B.S., M.A., M.Ed. Industrial Arts	Fitchburg Teachers College Stanley College Boston College Northeastern University	1963
Carol L. Reid, B.S. Mathematics and Health		1970
Nancy R. Reiss, A.B. Mathematics	Adelphi College	1969
Stephen C. Richardson, B.S. Ed., M.Bus.Ed. Typing and Business	Salem State College Boston University	1968
Norma F. Roberts, B.S. (Ed.) Health, (3/5s time)	Bouve-Boston (Tufts)	1970
Ronald J. Shabowich, A.B. Mathematics	Suffolk University	1970
Donald C. Skelton, B.S. Ed., M.Ed. Head of Mathematics Department	Ohio University Salem State College	1966
Richard E. Stevens, B.S. Science	Springfield College	1967
Susan B. Sullivan, B.A. English	Wheaton College	1970
Howard B. Tozier, B.S. Physical Education	Boston University	1969
Margaret L. VanDewoestine, B.A. Reading	Monmouth College	1960
Carolyn S. Warmington, A.B. Spanish	Wheaton College (Resigned 11/30/70)	1968
Susan H. Wilmer, B.A. French	Florida Presbyterian College	1970
Andover West Junior High School		
William E. Hart, A.B., Ed.M., CAES Principal	Merrimack College Boston State College Boston College	1956
Richard E. Neal, A.B., Ed.M. Assistant Principal	Brown University Salem State College	1959
Phyllis Jo Anderson, B.S. Physical Education	Southern Conn. State College (Resigned 11/30/70)	1968
Antoinette Beauchesne, B.S. Mathematics	Merrimack College	1969
Doris A. Bernardin, B.A., M.A. Oral Development (half-time)	Emerson College	1968
Drummond Bisset, B.S. Science	Arizona State College	1953
Robert W. Bowser, B.E., M.Ed. Social Studies	Worcester State College University of Mass.	1969
Donna Byrne, B.A. Physical Education	John F. Kennedy College, Neb.	Substitute
Sandra J. Chhatpar, B.S. English	Ohio University	1966
Roberta Cianci, B.A. Science	Merrimack College (Leave of Absence - 1970 - 1971)	1966
Janet J. Conte, A.B., Ed. M. French	Boston University	1961
Anthony M. Covino, B.S. Social Studies	Boston College	1968

Katharine I. Cronin, B.S., M.S. in Ed. Librarian	Calvin Coolidge	1965
John W. Darrin, Jr., A.B. Mathematics	Colgate University	1969
Robert R. Deacon, B.F.A., M.Ed. Guidance	Mass. College of Arts Salem State College	1961
Ansi N. DeCesare, A.B., M.A. Head of English	Calvin Coolidge	1945
Bruce A. Dewire, B.S., M.Ed. Social Studies	Boston University	1967
Brenda J. Doherty, A.B. Spanish — French	Boston University Framingham State College	1968
Mary T. Donahue, B.S., Ed.M. Special Education	Regis College	1946
Stanton F. Donnelly, B.S., M.Ed. Mathematics	Salem State College Boston University	1967
Pamela J. Drew, B.A. Science	Salem State College	1970
Cecily C. Eldridge, B.A. English	Nasson College	1970
Helen M. Enman, B.S. Science	Ohio Wesleyan	1958
Janice A. Fitzgibbons, B.S. French	Framingham State College	1969
Josephine Genovese, B.S. Art	Boston College	1957
Barbara E. Gerry, B.A. Mathematics	Mass. College of Arts	1965
Edith L. Gray, B.S. Health, (1/3 time)	University of Mass.	1970
Winthrop J. Green, B.A., M.A. Mathematics	Miner Teachers Col., Wash., D.C.	1962
W. Douglas Halsted, III, A.B., Ed.M. Head of Foreign Languages	University of Mass. Staley College	1969
Nora T. Harrison, B.S., M.Ed. English	Harvard University Tufts University	1966
Mary Hocknell, B.S. Health Education (Part Time)	Lowell State College Salem State College	1969
Mary G. Howard, A.B. English	Simmons College	1969
Harry Jamkochian, B.S. Head of Science	Mary Baldwin College	1959
John J. Kennedy, A.B., M.Ed. Social Studies	University of Rhode Island	1966
Mary D. LaCouture, A.B., M.Ed. Reading	Boston College Salem State College	1962
Catherine Linehan, B.A., M.Ed. English	Regis College Salem State College	1966
Karl H. Lippmann, B.S. Physical Education	Notre Dame Boston University	1965
Priscilla M. Lucy, B.S. Typing	University of Mass.	1967

John A. Macdonald Industrial Arts	Lowell Tech.	Substitute
Donald J. McCaffrey, A.B., M.A.O. Science	University of New Hampshire Staley College	1967
Francis X. McCarthy, A.B., Ed. M. Science	Merrimack College Northeastern University	1969
Katherine E. McCarthy, B.S., Ed. M. Physical Education	Lowell State College Boston University	1959
Ruth G. Nelson, A.B., Ed.M. Head of Mathematics	Vanderbilt University Tufts University	1958
Rebecca Ovadia, B.A., M.Ed. Reading and English	City College of New York Northeastern University	1968
Mary S. Pfeil, B.A. Art	William and Mary College	1968
Kenneth P. Sanford, A.B., M.A.T. Mathematics	Boston College	1965
Frances D. Sargent, B.S. in Ed. Homemaking	Framingham State College	1954
Robert J. Secatore, A.B. Science	Holy Cross	Substitute
Gerald H. Silverman, B.A., M.Ed. Head of Social Studies	Ithaca College Salem State College	1960
Mary M. Sipsey, A.B., M.Ed., M.A.T. Social Studies	Merrimack College Salem State College	1967
Donald W. Synder, B.S. Physical Education	Stroudsburg State College (Resigned Jan. 1, 1971)	1968
Carolyn R. Sullivan, B.Ed. Homemaking	Keene State College Salem State College	1968
Katherine Sweeney, B.S., Ed. M. Guidance	Salem Teachers College Tufts University	1940
Lester H. Taylor, Jr., B.S. Social Studies (Half Time)	Salem State College	1970
Susan C. Tucker, A.B. English (Half Time)	Michigan State University	1970
Robert J. Walmsley, B.A., Ed. M. Industrial Arts	Fitchburg Teachers College Salem State College	1958
Norma P. Weber, B.A., M.A. French	University of Delaware Middlebury College	1969
Charles Wettergreen, Jr., A.B. English	University of Mass.	1969

Bancroft Elementary School

Earl E. Simon, B.S., M.Ed. Principal	Lowell State College	1960
David L. Amundsen, B.S., M.Ed. Physical Education	University of Mass. Lowell State College	1967
Barbara T. Angelone, B.A., M.Ed. Loft 5	Hunter College Northeastern University	1958
Claire F. Bradley, B.A. Kindergarten (Half Time)	University of Mass.	1969
Madeline A. Christopher, A.B., M.Ed. Loft 4	Salem State College	1961

Jane D. Collins, B.S. Loft 3	Lesley College	1962
Hazel H. Cox, B.S. in Ed. Loft 4	Lowell State College	1960
Alice A. Dunn, B.S. in Ed. Loft 5	Boston College	1954
Susan R. Erzen, B.A., M.A. Loft 6	Ohio State University	1970
Marion D. Fahey, B.S. Loft 2	Resigned, eff. 1/4/71 Framingham State College	1965
Sumner A. Fox, A.B., A.M., C.A.G.S. Loft 6	Colby College	1962
Scharlene F. Howell, B.A. Loft 1	Harvard Graduate School San Francisco State College	1969
Margaret E. Kleimon, B.S. Loft 2	Boston University	1969
Maureen T. Mangiaglia, A.B., B.S., Ed.M. Loft 3	Emmanuel College	1957
Carol T. Neikirk, A.B. Loft 2	Lowell State College Salem State College Stanford University	1970
Sue Ann Olinsky, B.A. Loft 4	University of Mass.	1969
Jane S. O'Rourke, B.S. in Ed. Special Education and Loft 3	Lesley College	1963
Susan E. Pierce, B.S. Special Education	Fitchburg State College	1970
Elizabeth P. Romeo, B.S. Kindergarten	Columbia University	1965
Margaret C. Sawyer, B.S. Loft 3	West Texas College	1966
Mary Lou Shea, B.S. in Ed. Loft 1	Lowell State College	1958
Mary Ellen Smith, A.B., M.Ed. Librarian	Boston University Salem State College	1970
Evelyn D. Sullivan, B.S. in Ed. Special Education	Lowell State College	1966
Jane H. Sweet, B.S. in Ed. Loft 6	Bridgewater State College	1954
Susan K. Wolman, A.B., M.S. Loft 5	Cornell University	1970
Adeline Wright, B.S. in Ed., M.Ed. Loft 1	University of Wisconsin Lowell State College Northeastern University	1937
William A. Doherty Elementary School		
Edward P. Regan, B.S., M.A., C.A.G.S. Principal	Fitchburg State College Fairfield University	1967
Margaret Bascom, A.B., Ed.M. Grade 2	Mount Holyoke	1944
Winnifred M. Brookover Grade 3	Boston University Aroostook State College	1950
Barbara M. Carmichael, B.S. Grade 5	Trenton State and Monmouth	1969

Mary A. Collins Grade 2	Fitchburg State College	1935
Irene C. Crane, B.S. Associate (Half Time)	Salem State College	1967
Marilyn E. Cronin, B.S. Kindergarten, (Half Time)	Rhode Island College	1964
Patricia M. Crowley, B.A., M.Ed. Grade 1	Siena College Boston State College	1969
Louise F. Cullinan, B.S. in Ed. Associate (Half Time)	Salem State College	1968
Susan A. Delaney, B.S. Grade 1	Lowell State College	1969
Kathleen F. Donahue, B.S. Grade 1	Salem State College	1969
Cecelia K. Driscoll, B.S. in Ed. Kindergarten, (Half Time)	Salem State College	1968
Rita G. Dubrule, B.S. in Ed. Associate	Lowell State College	1962
Philip C. Dyer, B.S. Associate	Boston College	1969
Maurice T. Ferris, B.S., M.Ed. Physical Education	Ithaca College Salem State College	1968
Joan H. Fisher, B.A., M.Ed. Librarian	N.Y.C.S.U. at New Paltz, N.Y. Boston University	1970
Virginia C. Garland, B.S. in Ed., M.Ed. Grade 3	Lowell State College Northeastern University	1959
Bonnie J. Guerin, B.S. in Ed. Grade 2	Lowell State College	1968
Marjorie E. Jones Grade 1	Salem State College	1949
Edna M. Lounsbury Grade 3	Salem State College	1951
Joyce A. McGrath, A.B., A.M. Grade 5	Emmanuel College Boston University	1969
Louise B. McQueston, B.S. Grade 3	Kansas State College	1948
Aileen C. Morrissey, B.S., M.A. Associate (Half time)	St. Joseph College University of Connecticut	1970
Ethelwyn E. Morrison, B.S. in Ed., M.Ed. Grade 4	Salem State College	1969
Cynthia C. Noone, A.B., Ed.M. Grade 4	Boston University	1951
Barbara S. Roulston, A.B., M.S. Grade 5	Mount Holyoke Western Connecticut State College	1969
Dorothy B. Runyan, B.S. in Ed. Grade 2	University of Maine	1951
Ruth E. Savage, B.A. Associate (Half time)	Gordon College	1970
Elinor T. Stanley Kindergarten	Lesley College	1951
Helen E. Thompson Grade 4	Salem State College	1946

Henry C. Sanborn School

Joseph M. Normandy, Jr., B.S., Ed.M. Principal	Boston University	1951
Hester R. Ames, B.Ed., M.Ed. Grade 5	Boston State College	
Florence J. Andersen, B.S. Kindergarten (Half Time)	Plymouth Teachers College	1965
Mary T. Bartow, B.S. Grade 1	Northeastern University	
Jean G. Beaulieu, B.S. in Ed. Kindergarten	Bridgewater State College	1963
A. Freda Bisbee Grade 5	Keuka College	1964
Bonnie J. Browning, B.S. Grade 3	Lowell State College	1962
Mary Lou Carrine, B.S. Grade 2	Lesley College	1950
Jane F. DeFranco, B.S., M.Ed. Grade 3	Wheelock College	1966
Agnes D. Devejian, B.S., Ed.M. Grade 1	Danbury Teachers College	1962
Mary T. Durant, B.S., M.A., M.Ed. Grade 4	Nazareth College	1967
Dorothy A. Gaffney, B.A. Grade 6	State University of New York	
Bonnie L. Gaston, A.B. Grade 6	Simmons College	1960
Elizabeth A. Marciano, B.S. Grade 2	Boston University	
Marie T. McCarron, B.S. in Ed. Grade 5	Lowell State College	1969
A. Patricia McGarry, B.S. in Ed. Grade 3	Salem State College	
Dorothy H. Minzner, A.B., M.Ed. Grade 2	Rivier College	1959
Robert A. Mirisola, B.S. Ed., M.A. Grade 5	U.C.L.A.	1970
Eunice M. O'Hagan, B.S., Ed. M. Grade 1	Fitchburg State College	1970
Jean E. Pendergrass, A.B., M.S. Librarian	Lowell State College	1963
Carolyn G. Redmond, B.S. Grade 4	Oklahoma State College	1967
Susan D. Rogers, B.S. in Ed., M.Ed. Grade 4	Boston University	1953
Richard F. Valle, B.S., M.S. Physical Education	Salem State College	
George D. Walsh, B.S., M.Ed. Grade 6	Salem State College	1967
Sheila F. Zeder, B.A. Grade 1	Lowell State College	1948
	Boston University	
	Allegheny College	1970
	Case Western Reserve University	
	Boston State College	1969
	Salem State College	1967
	Boston University	1969
	Oregon State	
	University of Dayton	1962
	Salem State College	
	Adelphi University	1969

Shawsheen Elementary School

Anthony E. Frulla, B.S., M.Ed., C.A.G.S. Principal	Springfield College State College at North Adams State University of New York	1970
James E. Cunneen, B.S., M.Ed. Grade 4	Suffolk University Northeastern University	1970
Carlene E. Darby, B.S. in Ed. Kindergarten (Half Time)	Lowell State College	1968
Maureen E. Defeo, B.S. Grade 3	Lowell State College	1968
Kathleen M. Doyle, B.S. in Ed. Kindergarten	Lesley College	1961
Pauline S. Durgin, B.S., M.A. Grade 5	Lowell State College Calvin Coolidge	1954
Margaret F. Fingleton, B.A., Ed.M. Grade 5	Boston University Fitchburg College	1954
Eleanor Finnegan, B.S., M.S. in Ed. Leave of Absence 1970 - 1971	Lowell State College Fitchburg State College	1966
Faith E. Giavaras, B.A. Grade 2	University of Massachusetts	1970
Angela L. Goldsmith, B.S., M.Ed. Grade 2	Salem State College	1967
Martha S. Howe Grade 1	Wheelock College	1946
David E. Huston, B.S. Physical Education	Northeastern University	1967
Rosemary Keene, B.S. Leave of Absence 1970 - 1971	Salem State College	1967
Florence H. McCarthy, B.S., M.A. Grade 4	Lowell State College Calvin Coolidge	1937
Jacqueline C. McGovern, B.S. Grade 1	Lowell State College	1967
Mary Ann Murphy, B.A. Librarian	Utica College of Syracuse Univ.	1970
Loretta M. Podgorski, B.S. Grade 2	Boston University	1970
Eileen M. Seavey, B.S. Grade 3	University of Bridgeport	1969

South Elementary School

John A. Coyle, B.S. Ed., M.El. Ed., CAGS Principal	Boston State College Salem State College Boston University	1969
Janet Baccari, B.A. Intermediate	Merrimack College	1968
Deborah W. Blumberg, A.B. Intermediate	University of Michigan	1967
Maria L. Bueckner, B.S. Intermediate	University of Wisconsin	1969
Grace U. Butler, B.S. Primary "A"	Georgian Court College	1970

Marion J. Ehrlich, B.S. Primary "B"	Boston University	1969
Rita J. Funi, B.S. in Ed., M.A. in Ed. Primary "A"	Lowell State College Columbia University	1968
Ann Claire Hart, A.B., Ed.M. Primary "B"	Emmanuel College Calvin Coolidge	1964
Harilyn M. Heuman, B.S. Primary "B"	University of Bridgeport	1970
Barbara M. Johnson, B.S., Ed.M. Intermediate	University of New Hampshire Salem State College	1965
Elizabeth A. LeFort, B.S., Ed.M. Intermediate	Rhode Island State University of North Carolina	1969
Christine C. Maynard, B.S., M.Ed. Intermediate	Boston University	1960
Anne K. O'Connor, A.B. Primary "B"	Merrimack College	1967
Sheila M. O'Leary, B.S. in Ed., M.Ed. Intermediate	Lowell State College Salem State College	1964
Karen M. Parker, B.S. Intermediate	Lowell State College	1970
David J. Silva, B.S. Physical Education	University of Mass.	1970
Dorothy I. Sipsey, A.B., M.Ed. Primary "B"	Merrimack College Salem State College	1970
Sherry Ann Spaulding, B.A. Intermediate	University of Mass.	1968
Georgia E. Stanley, B.S. in Ed. Primary "A"	Tufts University	1965
Ruth L. Stebbins, B.A. Kindergarten	University of Mass.	1967
Diane P. Sternberg, B.S., M.Ed. Librarian	University of Rochester Boston University	1970
Lolli C. Sumberg, A.B. Primary "A"	Salve Regina College	1969
Elvira D. Usher, B.S., M.Ed. Intermediate	Gorham State Teachers College Boston University	1967
Sheila E. Whelton, B.S., M.Ed. Kindergarten	Boston State College Boston College	1970

West Elementary School

Isabelle Dobbie, B.S. in Ed. Principal	Lowell State College	1946
Dale F. Bishop, B.A. Grade 4	University of Mass.	1970
M. Louisa Bradford, A.B., B.D. Kindergarten (Half Time)	Scarritt College	1968
Virginia A. Broe, B.S.E., M.Ed. Grade 6	Boston State College	1967
Margaret B. Calderwood, B.S., M.A. Grade 1	Columbia Teachers' College Paterson State College	1967
Mary M. Cassidy, A.B., Ed. M. Librarian	Regis College Boston University	1969

Kathryn J. Cebula, B.S. Grade 5	Lowell State College	1970
Isabel J. Chlebowski, B.S. Physical Education	Boston University	1957
Margaret H. Childs, B.A. Grade 6	Douglass College	1970
Virginia A. Collins, B.S., M.Ed. Grade 6	Lowell State College Suffolk University	1970
Eleanor W. Daniels, B.S. in Ed. Grade 5	Lowell State College	1953
Charles T. Donovan, Jr., B.S., M. in Ed. Grade 6	University of Mass. Salem State College	1963
Jean C. Finn, A.B. Grade 3	University of Mass.	1970
Robert E. Ford, A.B. Grade 4	Gordon College	1965
Elaine T. Fusco, B.S. Grade 6	Salem State College	1970
Gloria E. Gioseffi, B.A. Grade 1 (Half Time)	Emmanuel College	1970
Maureen Gray, B.S. Grade 2	Boston State College	1970
Margaret E. Haag, B.S., M.A. Grade 2	State College, Lacrosse, Wisconsin Northwestern University	1966
Gladys E. Hart, B.S. in Ed. Grade 6	Lowell State College	1952
Donna R. Hickman, B.A. Grade 4	California Western University	1969
Mary Lou Huffling, B.A. Special Education – Primary	Greensboro College	1967
Virginia C. Inman, B.S. in Ed., M. Ed. Grade 5	Mansfield Teachers College Boston University	1957
Arthur W. Iworsley, B.A. Physical Education	Doane College	1970
Stephen C. Jankauskas, A.B. Special Education – Intermediate	Boston College	1970
Julia Lee, B.S. in Ed. Grade 3	Lowell State College	1956
Charlotte J. Lynch, B.A. Grade 4 (Half Time)	University of Mass.	1970
Susan J. Martino, B.A., M.S. Grade 6	University of Mass. Boston State College	1970
Norma M. McCabe, B.S. Grade 6	Lowell State College	1967
Diana B. Mill, B.A., M.A. Grade 3	Rosemont College Boston University	1970
Claire B. Nicolosi, B.S. in Ed. Grade 2	Framingham State College	1967
Nancy D. Nolan, B.S. in Ed. Grade 5	Salem State College	1969
Anna M. Olson, B.A., M.Ed. Grade 6	University of Vermont Boston University	1970

Roberta D. O'Rourke, B.S. in Ed. Grade 1	Framingham State College	1968
Janet E. Russell, B.S. in Ed. Grade 4	Lowell State College	1968
Kathleen M. St. Amand, B.S. Grade 1	Lowell State College	1969
Pearl A. Skelaney, B.A., M.A. Grade 6	Dowling College Adelphi University	1970
Betsy J. Smith, B.Ed. Grade 2	University of Miami	1970
Barbara K. Tinkelman, B.S. Grade 6	Boston University	1970
Ethel L. Tousignant, B.S. Grade 1	University of Maine	1970
Gloria Turgiss, B.S. Kindergarten	Bridgewater State College	1962
Anna F. Walsh, B.S., Ed. M. Special Education Head	Lowell State College Boston University	1944
Irene M. Walsh, B.S. in Ed. Grade 3	Lowell State College	1954
Geraldine J. West, B.S. Kindergarten (Half Time)	Salem State College	1970
Lesley J. Whitley, B.S. Kindergarten (Half Time)	Framingham Teachers College	1968

Elementary Art

Ann L. Foley, B.A. Art — Doherty School	College of New Rochelle	1970
Robert F. Gillespie, B.A., M.Ed. Art — West Elem. School	Mass. College of Art Boston State College	1970
Jean E. Goldman, B.F.A. Art — South & Shawsheen	Mass. College of Art	1970
Sara S. Luce, B.S. Art — Sanborn & Shawsheen	Tufts University	1970
Judith A. Smith, B.S. Art — Bancroft & Shawsheen	State University of Buffalo	1969

Health Team

Joan Ackerman, B.A., M.A. Social Worker	Drew University University of Chicago	1967
Dr. Joel Friedman, B.A., M.S., Ph.D. Consultant Psychologist	Williams College City College of New York Texas Tech. College	1967
Dr. John Soltys, Jr., S.B., M.D. Child Psychiatrist	University of Mass. Harvard Medical School	1967

Health Coordinator

Anita M. Charpentier, B.S., M.S. Health Coordinator, K—G	Boston University	1970
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School Nurses

Ruth Westcott, R.N. Head Nurse	Margaret Pillsbury General Hosp.	1943
Edith Eastman, R.N.	Mass. General Hospital	1965
Virginia Kane, R.N.	St. John's Hospital	1968
Gertrude Kefferstan, R.N.	St. John's Hospital	1969
Marjorie L. Long, R.N.	Salem Hospital	1967

Dental Hygienists

Florence Daly, R.D.H.	Forsyth Dental	1965
Roberta G. Miller (part time)	Temple University	1970
Frances Porter, R.D.H.	Forsyth Dental	1970
Betty A.B. Smith, (part time)	Forsyth Dental	1970

Elementary Guidance

Iora J. Alexander, B.S., Ed. M. West Elementary School	Boston University Rhode Island College	1969
Frank J. Bianco, B.S., M.A. Doherty & Shawsheen	Fitchburg State College Northeastern University	1969
Malcolm J. Hart, Jr., A.B., M.Ed. Shawsheen & Bancroft	Merrimack College Boston University	1967
Thomas R. McKenna, B.A., M.Ed. Shawsheen & South	Suffolk University Boston University	1962
I.Miles Wasserman, B.S. in Ed., Ed.M. Sanborn & Shawsheen	Boston University	1968

Music

Linda M. Amundsen, B.M., M.M. Doherty & Shawsheen	University of Rochester Lowell State College	1964
Joseph A. Balsamo Accompanist, Secondary Schools		1968
Maxine Calt Accompanist, Secondary Schools		1966
Everett J. Collins		1963
Barbara T. Fogg, B.S.M. South and West Schools (3/5s time)	Capital University	1968
Barbara L. Glines, B.M. Shawsheen & West	Boston University	1969
Keith H. Gould, B.S. in Ed., M.M. Secondary	Arizona State College Boston University	1959
Alfio B. Graceffa, B.M. M.M. Elementary & Secondary	Boston Conservatory of Music	1970
Mary M. Guziejka, B.S. in Ed. Doherty & Sanborn Schools	Lowell State College	1968
David H. Hudson, B.M. West Junior High	New England Conservatory	1968
Allan J. Minkinen, B.M. Elementary Schools	Boston University	1969

Mildred J. Moore, B.M. Shawsheen, West and South	New England Conservatory	1964
Judith A. Palmer, B.M. Bancroft & Doherty	Boston University	1966
Paul A. Surface, B.M.E. East Junior High	Nebraska University	1970
Martin S. Tarlaian, B.M., Ed. M. Doherty & Shawsheen	New England Conservatory of Music Teachers College Columbia	1968

Elementary Physical Education

David Amundsen, B.S., M.Ed. Bancroft School	University of Massachusetts Lowell State College	1967
Isabel Chlebowski, B.S. West Elementary School	Boston University	1957
Maurice Ferris, Jr., B.S., M.Ed. Doherty School	Ithaca College Salem State College	1968
David Huston, B.S. Shawsheen School	Northeastern University	1967
Arthur Iworsley, B.A. West Elementary School	Doane College	1970
David Silva, B.S. South School	University of Massachusetts	1970
Richard Valle, B.S., M.S. Sanborn School	Boston University Oregon State	1969

Reading

Theresa G. Murphy, A.B., Ed. M. Reading Supervisor for Elementary Grades	Boston University	1967
Esther L. Campbell, Ed. B., Ed. M. Doherty and Bancroft Schools	Rhode Island College	1969
Karon A. Carr, B.S., Ed. M. Shawsheen, South & Bancroft	Syracuse University Boston University	1969
Sheila LaMontagne, B.A., M.A. West Elementary School (¾ time)	Wellesley College Northeastern University	1967
Jane A. Markiewicz, B.S. in Ed., M.Ed. South School	Lowell State College Northeastern University	1968
Arline R. Pheasant, B.A., Ed. M. West Elementary School	George Washington University Boston University	1969
Nancy H. Smith, B.S., M.Ed. West Elementary School (¾ time)	Simmons College Northeastern University	1967
Dorothy W. Stackpole, B.S., M.Ed. Sanborn School	Boston University	1967

Learning Disabilities

Name	Education	Elected
Pamela Kvilekval, B.A. Head of Learning Disabilities	Simmons College	1970
Name	Education	Appointed
Joan Berenson Tutor - Bancroft		1969
Jean Foster, A.B. Tutor - West Junior High School	University of Mass.	1969
Mary French, A.B. Tutor - Bancroft	Vassar College	1969
Beverly Gower Tutor - Shawsheen		1969
Ruth Greenbaum Tutor - Sanborn		1969
Ann Issenberg, B.S. Tutor - West Elementary	Boston University	1969
Grace Jamison, B.S., M.Ed. Tutor - South	Shippensburg State Teachers Penn. State University	1970
Elizabeth Keefe, B.S. Ed. Tutor - South School	Boston State Teachers College	1969
Beatrice Kleider Tutor - Doherty School		1969
Eleanor Lustig Tutor - West Elementary		1969
Dorothy Page Tutor - Doherty School		1970
Grace Pettoruto Tutor - Doherty School		1970
Helen Rindge, B.A. Tutor - East Junior High School	Colby College	1970
Phyllis Steen, B.A. Tutor - West Junior High & West Elem.	Brooklyn College	1970
Marilyn Wright, B.S. Tutor - East Junior High School	Simmons College	1969

Speech & Hearing

Name	Education	Elected
Renée G. Adler, B.A., M.Ed. Doherty and West Schools	Trenton State College Boston University	1970
Josephine M. Broadbent, B.S. Doherty and West Schools	Emerson College	1952
Elaine N. Ciampa, A.B., Ed.M. Shawsheen and Sanborn Schools	Boston College Boston University	1969
Robert B. Shapiro, B.S., M.Ed. South and Bancroft Schools	Ithaca College State College of Boston	1967

Secretaries

Central Administrative Offices

Anderson, Irma (Mrs. Craig)
Asoian, Bertha (Mrs. Higus)
Batchelder, Louise (Mrs. David)
Blaine, Joan (Mrs. George)
Caswell, Virginia (Mrs. John)

Cox, Mavis (Mrs. George)
McMillan, Aileen (Mrs. A.J.)
McNally, Theresa (Mrs. John)
Mikonis, Jacqueline (Mrs. Carroll)

Andover High School

Connolly, Catherine (Mrs. Francis)
Hixon, Dawn (Mrs. Wilbur)
Howe, Sally (Mrs. Charles)
Lefebvre, Nancy (Mrs. Robert)
MacMackin, Jane (Mrs. R.F.)

McDonald, Barbara (Mrs. Walter)
Poschen, Dorothy (Mrs. Arthur)
Skinner, Mary (Mrs. Malcolm)
Sweetser, Dorothy (Mrs. Charles)
White, Jean (Mrs. James)

East Junior High School

Bowman, Priscilla (Mrs. Charles)
Drake, Dorothy (Mrs. Sherman)

Grigoli, Carlaine (Mrs. Edward)
St. Jean, Edith (Mrs. George)

West Junior High School

Dolan, Edna (Mrs. William)
Russell, Elizabeth (Mrs. Roy)

Spinney, Mildred (Mrs. Donald)
Turton, Eleanor (Mrs. Ernest)

Bancroft School

Halbach, Mary (Mrs. Eric)

Doherty School

Bailey, Dorothy (Mrs. Francis)

Henry C. Sanborn School

McVey, Ann (Mrs. Paul)

Shawsheen School

Arsenault, Rita (Mrs. Raymond)

South Elementary School

Scholtz, Jennie (Mrs. Curtis)

Stowe School

Daly, Dorothy (Mrs. Martin)
Folsom, Phyllis (Mrs. F.G.)

West Elementary School

Winn, Lillian (Mrs. Frederick)
Yeates, Rosamond (Mrs. Arthur)

Remedial Reading Department

Walsh, Mary (Mrs. William)

Custodians & Maintenance

Head Custodian

Robert McClory

Andover High School

Ralph Couture - Head Custodian

Higus Asoian

Joseph Bernard

Alfred Cartier

Granville Cutler

Philip Froburg

George Locke

John Murray

James Ruxton

Emile Tremblay

High and East Junior High

Frederick Welch, Jr.

Andover East Junior High

Carl Holt, Senior Custodian

George Connors

Frank J. Cuticchia

James Enright

George Krikorian

Andover West Junior High

Wilfred Svenson, Senior Custodian

Frank Emmert

Alcide Guillemette

Joseph Hastings

John Kiesling

Bancroft School

Melvin Nicoll - Senior Custodian

Wilfred I aroche

Clifford Ross

Doherty Elementary School

Norman Ross - Senior Custodian

Reginald Gallant

Roland Masse

Boiler Room

Manuel Silva

Stowe - Doherty and East Jr. High

Leo Lynch

Sanborn School

Benjamin Miller - Senior Custodian

John Darby

Edward O'Hagan

Shawsheen School

Morris Williams - Senior Custodian

Salvatore Malandrino

South School

Leo Slombo - Senior Custodian

Walter Disbrow

Terrence Finnerty

West Elementary School

Francis Henrick - Senior Custodian

Wilfred Cormier

Walter Pike

George Schwedler

Maintenance

Alfio Sapuppo

Leo Shiebler

Bus Drivers

Joseph Brouillard
 Thomas Christopher
 Joseph Connor
 Donald Craig
 Granville Cutler
 Sam Desalvo
 Michael Dowling
 George Dumont
 John Dumont
 Essay Esoian
 Richard Finnerty
 Gordon Hall
 Charles Kent
 Warren Lafferty

Paul Mooradian
 James Nicholas
 Forrest Noyes
 Frank Peterof
 Richard Quinn
 Sarkis Sarkisian
 George Shanteler
 Rino Tacconi
 Albert Vartabedian
 Charles Vartabedian
 Jeffrey Watson
 William Watson
 Charles West

Special Transportation

Claire Derosier

Dorothy Piercy

Yvonne Dumont

Clerical Aides

Bancroft School

Mrs. Jane Teichert

West Elementary School

Mrs. Mary Lussier

Teacher Aides

Mrs. Claire M. Berkwitt
 Mrs. Lucille Bovay
 Mrs. Carol Brennan
 Mrs. Vivian B. Cammett
 Mrs. Ellen J. Caughey
 Mrs. Nancy E. Coombes
 Mrs. Audrey B. Cormier
 Mrs. H. Marie DelDuca
 Mrs. Margaret D. Dewhurst
 Mrs. Delight Durant
 Mrs. Onalee Gallant
 Mrs. Ann Gallo
 Mrs. Jean Gildersleeve
 Mrs. Frances Jennings
 Mrs. Eleanor McDowell
 Mrs. Sally Ann Milne
 Mrs. Barbara Ann Mitton
 Mrs. Jeannette Mooney
 Mrs. Josephine Pasquale
 Mrs. Frances Patterson
 Mrs. Deborah Plass
 Mrs. Ruth Stevenson
 Miss Virginia Strobel
 Miss Denise Vulgaropulos
 Mrs. Ruth D. Waters
 Mrs. Lillian H. Whitton
 Mrs. Blair Woodman

South School	1969
Sanborn School	1970
Special Education	1970
Sanborn School	1969
Shawsheen School	1969
West Elementary School	1969
High School	1969
Doherty School	1969
Bancroft School	1970
West Elementary School	1970
South School	1969
Bancroft School	1969
West Elementary School	1970
West Elementary School	1970
West Elementary School	1969
Special Education	1970
West Elementary School	1969
West Junior High School	1969
West Elementary School	1970
East Junior High School	1970
Special Education	1970
West Elementary School	1970
High School	1970
South School	1970
Doherty School	1969
Shawsheen School	1969
East Junior High School	1970

Cafeterias

Director

Miss Alexandra Ratynski

Mrs. Elden Salter, Secretary

Mrs. Samuel Hibbert, Clerk

Andover High School

Mrs. Charles Gray, Manager

Shirley Petzold

Judith Canuel

Ann Connolly

Phyllis Furey

Connie Lawrence

Nellie Johnson

Anita Ruggerio

Alice Taylor

Dorothy Valentine

East Junior High School

Mrs. James Glennie, Manager

Mary Ellis

Christine Cairnie

Pearl Hennessey

Betty Keeler

Nan Lindsay

Edna Powell

Mary Surette

Wilhelmina Thompson

West Junior High

Mrs. Harvey Tucker, Manager

Cora Ozoonian

Nancy Bardsley

Jeanette Donovan

Elizabeth Hilton

Rita Kobrenski

Louise Minnicuci

Anita Roy

Bancroft School

Mrs. Cornelius Deacon, Manager

Jane King

Mary Kolodgy

Ann Lynch

Doherty School

Mrs. Morris Williams, Manager

Mary Buss

Ruth Dennison

Jane Petrie

Margaret Rondeau

Henry C. Sanborn School

Mrs. James Smith, Manager

Ella Curtis

Mary Duffty

Mary Early

Shawsheen School

Mrs. Regina Messina, Manager

Sophie Chafe

Laura Murphy

South School

Mrs. Alfred Webb, Manager

Betty Hancock

Rose Lyle

Ruth Mattheson

West Elementary School

Mrs. James White, Manager

Jessie Finnerty

Lorraine Foner

Janet Girard

Margaret Hall

Nathalie Nichols

Priscilla Tyning

Noon Hour Supervisors
As of December 1, 1970

Bancroft School

Mrs. Lorraine Hallbach
Mrs. Nancy Munn

Mrs. Eleanor O'Brien
Mrs. Josephine Stevens

Doherty School

Mrs. Dorothy Hajj
Mrs. Doris Klapkiw

Mrs. Susan Lechel
Mrs. Geraldine Tambasco

Mrs. Carolann Waldie

Sanborn School

Mrs. Margaret Candage
Mrs. Barbara Brandt (2 days)
Mrs. Brenda Gutermann

Mrs. Barbara Merkel
Mrs. Doris Pelrine (3 days)
Mrs. Alice Poulin

Shawsheen School

Mrs. Barbara Clark
Mrs. Gilberta Dreher

Mrs. Corinne Lafond
Mrs. Priscilla Wholley

South School

Mrs. Constance Baker
Mrs. Winifred Butler

Mrs. Onalee Gallant
Mrs. Frances Webb

West Elementary School

Mrs. Anna Anderson
Mrs. Agnes Coppeta
Mrs. Eva Laurenza

Mrs. Teresa Praetz
Mrs. Rita Sarkisian
Mrs. Joan Watson



